

**Vacancy Reference No:****Job Title:** SEND Leader**Job Number:****Directorate:** Children, Learning and Young People**Post Number:** 024378**Service:** Services for Schools**Grade:** TMS/UPS plus TLR 2a**Location:** Willenhall Community Primary School**Job Purpose:**

To be a member of the School's Senior Leadership Team for raising attainment and achievement.

To support the Head teacher and Governing body, in taking responsibility for the day-to-day operation of provision made by the school for pupils with SEND. Provide professional guidance in the area of SEND in order to secure high quality teaching and the effective use of resources to bring about improved standards of achievement of all pupils.

The range of responsibilities delegated to the SEND Leader with regard to provision and coordination is outlined below. It is expected that all legal and statutory requirements are met for pupils with SEND as a result of the decisions and actions taken by the SEND Leader.

**Main Duties and Responsibilities:****Strategic direction of SEND provision**

- Contribute to a positive ethos in which all pupils have access to a broad, balanced and rich curriculum.
- Ensure effective systems of communication, including feedback about pupil's learning to inform future planning.
- Monitor the quality of support for pupils with SEND by establishing effective systems to identify and meet the needs of pupils, whilst ensuring that the systems are coordinated, evaluated and regularly reviewed.
- Analyse and interpret relevant school, local and national information including any relevant OFSTED report findings relating to pupils with SEND and advise on the provision for appropriate resources required to maximise achievement.
- Ensure that the objectives of the SEND policy are reflected in the school improvement plan.
- Liaise with staff, parents, external agencies (e.g. Educational Psychologist, SEMHL, Speech and Language Service) and other schools to coordinate their contribution, provide maximum support and ensure the continuity of educational provision for pupils with SEND.

- Ensure that pupils with SEND are enabled to share their views and that these are acted upon appropriately.
- Up-to-date knowledge of national and local initiatives which may impact upon policy and practice.
- To contribute to the implementation of the safety regulations in accordance with the Health and Safety at Work Act 1974 and other DFE guidelines.

### **Teaching and Learning including the Progress and Achievement of Pupils**

- Support the identification of and disseminate the most effective teaching approaches for pupils with SEND.
- To monitor the achievements, welfare and behaviour of students, and to follow up the progress reviews, liaising with the pastoral team and parents when appropriate.
- To liaise with local authorities, feeder schools particularly regarding transition, and external agencies such as, EPS, Alternative Education providers etc.
- To co-ordinate the application for and of special arrangements in external examinations for pupils as appropriate for relevant tests and assessments.
- To influence the whole Teaching and Learning policy to promote aspects of inclusive teaching.
- To be able to lead INSET and support other colleagues where appropriate; this may include chairing and be a part of working parties.
- Provide opportunities for observation of colleagues/visits to other schools in order to share best practice.
- Collect and interpret specialist assessment data gathered on pupils and use to inform practice.
- Work with pupils, subject leaders, class teachers with tutorial/pastoral responsibilities to ensure realistic expectations of behaviour and achievement is set for SEND pupils.
- Support developments and initiatives to improve standards in literacy and numeracy as well as access to the wider curriculum.
- Oversee and monitor the quality of targets and other support plans, maintaining detailed information for subsequent meetings with parents.
- Develop systems for colleagues to monitor and record progress made by pupils with SEND towards the achievement of targets set in target and support plans.
- Review targets and support plans with parents, pupils and teachers and agree and communicate new targets.
- Support the Head teacher in meeting statutory responsibilities for Education, Health and Care Plans and lead the Annual Review meetings for pupils with EHC Plans.

### **Leadership and Management**

- To work collaboratively with the Senior Leadership Team in planning for continual improvement and to make a contribution to the evaluation of the work of the school
- To contribute to the school's development plan.
- To promote an atmosphere of continuing professional development and to share good practice with colleagues.
- To support the professional development of all staff, including newly qualified teachers and initial teacher training students.

- Develop proforma for essential repetitive paperwork, in order to create an administrative infrastructure as part of an effective communications system.
- Identify the training needs of staff and organise/coordinate INSET to be delivered by other professionals.
- Disseminate procedural information such as recommendations of the code of practice or the schools own SEND policy.
- Provide and/or present information to the Head teacher, Governing body on the evaluation of the effectiveness of provision for pupils with SEND, to inform decision-making and policy review.

### **Efficient and effective deployment of staff and resources**

- Provide advice to the Head teacher/SLT relating to resource requirements, the deployment of staff and timetabling in relation to the support of SEND.
- Organise and coordinate the work of colleagues to ensure appropriate deployment of learning resources including ICT.
- Maintain existing resources and explore opportunities to develop or incorporate new resources from the wide range available within and externally to the school.

### **Ethos and Culture**

- To provide leadership in promoting an ethos and culture within the school that drives through school improvement in line with the aims of the school.
- To facilitate, within the whole school, behaviours that support and contribute towards developing the values of the school.
- Undertake such other duties that may be required from time to time be reasonably determined by the Head teacher.

*This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.*

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The post holder must comply with Coventry City Council's health and safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

**Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars**

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

**Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars**

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Equal Opportunities Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

**Responsible for:** Whole school SEND

**Responsible to:** Head Teacher

**Date Reviewed:** October 2022

**Updated:**



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<b>Directorate:</b>	Children, Learning and Young People	<b>Post Number:</b>	024378
<b>Service:</b>	Services for Schools	<b>Grade:</b>	TMS/UPS Plus TLR 2a
<b>Location:</b>	Willenhall Community Primary School		

	Job Requirements
<b>Qualifications/ Training:</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• National Award for SEND or commitment to gaining National Award</li> <li>• Able to demonstrate high quality, effective classroom practice.</li> <li>• Evidence of CPD relating to the Renewed SEND Framework</li> </ul>
<b>Knowledge, Skills and Understanding:</b>	<ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum and SEND Code of Practice</li> <li>• Knowledge of the variety of SEND categories, the characteristics of effective practice and the strategies for raising pupils' achievement</li> <li>• Take pride in establishing professional relationships, to lead and to work as part of a team</li> <li>• Ability to plan for a range of learning abilities and styles, set challenging targets and communicate these appropriately to children</li> <li>• Communicate effectively in a variety of situations and with a range of outside agencies and with parents</li> <li>• Keep up-to-date with current legislation and practice</li> <li>• Be able to prioritise need and workload, make decisions and put them into practice</li> <li>• Use ICT to maintain records, write reports and produce budget spreadsheets</li> <li>• Knowledge of one or more specific SEND difficulties e.g. ASD, Dyslexia</li> <li>• Understand how to promote pupils' spiritual, moral, social and cultural development and good behaviour through effective management and leadership</li> <li>• Seek out and use national, local and school data, OFSTED evidence and research findings to develop best practice</li> <li>• Detailed knowledge of Health and Safety requirements in schools</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• Proven success in teaching across the primary range and raising standards for children with SEND</li> <li>• Experience of leading staff development/training and line management of staff</li> <li>• High expectations and standards of achievement and behaviour management</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to lead and support other staff within the school which impacts on standards and achievements</li> <li>• Use of technology to develop inclusive teaching practice</li> <li>• Experience of budget management</li> </ul>
<b>Disposition and Attributes:</b>	<ul style="list-style-type: none"> <li>• Passion and drive to improve outcomes for pupils with SEND and as a result have the ability to inspire others</li> <li>• Enthusiastic, positive and confident</li> <li>• Caring, supportive and nurturing but able to provide challenge when necessary</li> <li>• Committed, reliable, punctual and visionary</li> <li>• Excellent interpersonal, communication and organisational skills</li> <li>• Reflective of own practice</li> </ul>
<b>Special Requirements</b>	<ul style="list-style-type: none"> <li>• The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</li> <li>• This post is exempt from the provisions of the Rehabilitation Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.</li> </ul>