



Groveside School

SENCO

£45,000

(Plus £1,000 welcome bonus)

CANDIDATE INFORMATION PACK



Groveside School is fully committed to safeguarding and promoting the welfare of children and young people.

This position requires an enhanced DBS disclosure and satisfactory references in line with our Safer Recruitment checks.

Applicants with QTS only, Outcomes First Groups does not provide sponsorship

SENCO

We are looking for an exceptional SENCO to fully support the Headteacher and SLT in the school's journey to excellence. The successful candidate will be passionate about developing our school and will have the ability to motivate and develop staff in a team which prides itself as being collaborative and supportive.

As our SENCO, you will be able to inspire exceptional teaching, learning and pastoral development throughout school and continue to build upon our current success. You will understand the importance of data as a tool to track pupil progress and will identify a range of evaluation strategies to lead the school in all aspects of its success.

Groveside School offers the opportunity to work:

- In a school that is passionate about achievement for all pupils.
- With fantastic pupils who enjoy a dynamic and engaging curriculum.
- Within a diligent team of excellent teachers who have a wealth of expertise and experience.
- With a strong induction programme tailored to your experience and needs.
- Collaboratively within a very supportive environment where professional development is an essential aspect of our daily practice.
- To develop your career.
- Committed to creating exceptional pupil experiences and learning for all.

The ideal candidate will:

- Be an inspirational teacher looking to develop the SEND provision for all pupils.
- Be a person who thrives in a fun, yet challenging environment.
- Be an exceptional classroom teacher with experience in working with SEND pupils
- Have a proven track record in raising standards and a good understanding of school improvement.
- Have a passion for building strong relationships with young people through restorative working.
- Be someone who is resilient and approachable.
- Be a good communicator who is able to inspire and motivate pupils but also who can remain calm under pressure and have a sense of humour.
- Be creative in your teaching and strive to bring out the best in pupils.

If you feel that you have the energy, passion, resilience and drive to be part of making Groveside School outstanding, we would love to have you on our leadership team. The pupils, staff and governors warmly invite you to visit us and see Groveside School in action. We are sure you will experience our friendly, relaxed atmosphere and get a taste of how rewarding your work will be.

Please contact Zoe Eastwood on 01183 744556 or go to www.grovesideschool.co.uk for more information about the school. **The deadline for application is 25th October. Interviews will be held before the end of October and may be considered upon application.**

Job Description

In addition to the responsibilities of class teacher as set out in the School Teachers' Pay and Conditions Document you will also undertake the following duties and responsibilities:

Job Purpose

The SENCO will assist the Headteacher with the leadership of the school. They will carry out the general and specific professional duties and will be a member of the Senior Leadership Team (SLT).

- To support the Headteacher in sharing the leadership of the school.
- To be a role model to all staff demonstrating positive leadership behaviours, confidentiality and discretion.
- To be a line manager who is approachable and who develops others by supporting and challenging them to be the best they can be.
- To be part of the Senior Leadership Team (SLT) of the school and contribute to the development of consistent and effective strategies that enable all pupils to maximise their learning and achievement.
- To lead, manage and effectively deploy staff and resources to ensure EHCP targets are being met.
- To ensure that paperwork meets statutory requirements, including leading Annual Reviews.
- To maintain appropriate relationships with parents and with relevant external organisations.
- To support the Headteacher and Pastoral Manager on admissions in line with school admissions policy.
- To lead on access arrangements so all pupils have the appropriate support in public examinations.
- To teach specific lessons/classes as required.
- To take ownership of any tribunals, including producing relevant paperwork and attending tribunals if required

Leadership and Management

- Working with the Headteacher in securing outcomes for the school that are ambitious and measurable, consistent with the vision and values of the school, and that can be monitored by the Governing Body in terms of delivery and success.
- Building and leading a team that collectively aspires to educational excellence delivered through innovative and cutting edge practice.
- Ensuring a culture of high expectation and high performance for all staff and learners at the school.
- Ensuring the action plan for the school which incorporates stretching and challenging targets for successful outcomes is delivered throughout the school.
- Promoting the school and ensuring effective reputation management through excellent communication with all stakeholders.

Main Responsibilities

- Ensure that there is a strategic overview of provision for SEN across the school which maximises pupil potential.
- To deliver the school's SEN policy.
- Ensure that the Senior Leadership Team and Governing Body are informed about current good practice and legislation relating to SEN and inclusion and that policies and practices relating to SEN are up to date.
- Lead, in partnership with the Clinical Lead, the school's Multi-Disciplinary Team to ensure all interventions are highly effective and that outcome data is analysed to demonstrate pupil progression and next steps.
- Liaise effectively with staff across the school, including the Multi-Disciplinary Team, to ensure high quality provision for pupils.
- Lead and manage a team of Learning Support Assistants and ensure that they are effectively deployed.
- Lead on the development and implementation of inclusive practice throughout the school and liaise with teachers across the school, including delivering appropriate training when necessary.
- Ensure that Education and Health Care Plans (EHCPs) and other relevant documentation are regularly reviewed with pupils, parents and other agencies and recommendations made are implemented.
- To ensure that exam access arrangements / concessions are carried out and implemented.
- Support the transition of pupils between Key Stage 4 and next steps.

Approx. Teaching Commitment 0.2

All school staff are expected to:-

- Meet the relevant National Standards for Teachers in addition to the job description detailed in this document.
- Work towards and support the school vision and current school objectives as outlined in the School Development Plan.
- Support and contribute to the school's responsibility for safeguarding pupils.
- Work within the school's health and safety policy to ensure a safe working environment for staff, pupils and visitors.
- Work within the Diversity Policy to promote equality of opportunity for all pupils and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with pupils, parents and colleagues.
- Engage actively in the performance review process.
- Undertake other reasonable duties related to the job purpose required from time to time.

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

Person Specification

Experience	Essential	Desirable
The skills and experience demanded of a successful teacher	✓	✓
A sound understanding of the complexity of special educational needs	✓	✓
The ability to build on the good practice in the school	✓	✓
Experience of working with pupils with emotional & behavioural difficulties who may have challenging behaviour	✓	✓
Experience in working in a multicultural environment		✓
Experience of working with a multi-professional team/residential school	✓	
Experience of managing staff	✓	✓
Experience of working with SEND pupils		✓
Skills		
Ability to work with a successful team	✓	
A calm and positive attitude to all aspects of school life	✓	
A caring and sensitive attitude towards pupils which values all individuals	✓	
Ability to foster a feeling of mutual respect in both adults and pupils	✓	
The ability to innovate, carefully plan and express ideas	✓	
A commitment to the implementation of an Equal Opportunity Policy	✓	
A commitment to safely managing the behaviour of vulnerable pupils	✓	
An ability to give effective feedback	✓	
Demonstrate good interpersonal skills	✓	
Good understanding of curriculum issues across the whole range of subjects of the National Curriculum	✓	
Good communication skills	✓	
Ability to deliver courses across the whole range of subjects of the National Curriculum and to baseline and moderate work against National Curriculum standards	✓	
Knowledge and understanding of the Ofsted Inspection process	✓	
Qualifications & Training		
Qualified Teacher Status or equivalent	✓	
To have completed the SENCo qualification	✓	
Qualification in special educational needs	✓	
Other		
Commitment to the values of the Organisation	✓	
Driving licence and access to a car		✓