

Job Description

Title: Lead Practitioner for SEND

Accountable to: Head teacher of deployed school/Director of Inclusion

Salary: L4 – L8

Position Overview

You will be working within the Flying High Trust Education Team to develop and deliver a strategic vision for SEND across the trust, as part of a wider strategy for Inclusion. You will also be supporting the children, staff and families as a SENDCo for part of the week to ensure that the SEND provision is meeting the needs of all learners. The post-holder will work across all schools in the trust to establish consistent and effective systems to enable all children with additional needs to flourish. Through the SEND/inclusion network, you will deliver professional development and innovative, research driven practice will be shared. The post-holder will have an up to date overview of the SEND profile for the trust and use performance data analysis to identify improvement areas.

Main duties

- Develop a clear and cohesive strategy to deliver your vision for SEND across the trust, as part of a wider strategy for Inclusion,
- Take on the role as a cluster SENDC, providing exemplary practice
- Support headteachers to improve the effectiveness of SENDCos in schools in line with the trust vision for inclusion
- Maintain an up to date knowledge of current local/national developments for SEND and consider how these can positively impact on the schools across the trust
- Provide ad-hoc support to trust SENDCos, offer advice and carry out solution focused problem solving
- Work with the trust SENDCos to create consistency of approach and high-quality provision
- Support headteachers in carrying out SEND reviews, monitor actions and measure impact
- Have a clear understanding of the performance of children with additional needs across the trust and provide strategic support for improvement
- Identify, train and deploy a team of Inclusion Specialist Practitioners, maintaining an oversight of the impact of their work.
- Develop the model of cluster SENDCos across the trust
- Where needed, be seconded to a school as a SENDCo to increase capacity or to support with significant underperformance.

General Duties –

- Become part of the Education Team providing insight, support and challenge
- Stay up to date on research, policy changes and national thinking, and disseminate across the trust.
- Role model outstanding practice in the schools you are deployed to.
- Lead on the SEND element of the SCITT programme, shaping the content and delivering where necessary
- When needed, support schools with their preparation for OFSTED inspections
- Take an active part in partnership reviews
- A commitment to engage in continuous professional development, ensuring a deep understanding of your subject area, national thinking and national policy.

Job Requirements

The following requirements will be assessed through either the Application Form (AF), during the Interview (I) or as part of an Assessment (AST).

	Essential	Desirable
Experience		
Currently/recently working in primary education	AF	
Worked in more than one education setting		AF
Hold the national award for SEND	AF	
Had experience of being a SENDCo	AF	
Been a member of a SLT in a school	AF	
Carried out SEND reviews		I
Interpreting data and identifying areas for improvement	I	
Providing training and support in areas related to SEND	AF	
Presenting information to a variety of audiences		I
Worked with the Nottinghamshire and Derbyshire systems and approaches to SEND		AF
Behaviours		
Excellent communicator	I	
Professional and approachable	I	
Confident at following through on tasks and resolving enquiries	I	
Ability to problem-solve as part of a team or working alone	I	
Demonstrates resilience	I	
Has a positive attitude	I	
Can work collaboratively with others and develop good working relationships	I	

Skills		
Excellent verbal communication skills	I	
Excellent written communication skills	AF/AST	
Excellent planning and organisation skills	I/AST	
High degree of attention to detail	AST	
Good level of IT skills including MS Office	AF/I	
Ability to chair meetings, maintaining a focus on agenda items and summarising actions		AF
Creating reports, analysing data and summarising actions	AST	
Attributes		
Demonstrate an understanding of the Flying High Partnership vision and values and how they will/do align themselves	I	
Committed to own continuing professional development		AF/I
Committed to putting children's education first	I	
Other		
Commitment to get stuck in with Partnership and Trust wide activities		I
Ability to travel to all Trust sites		I

Person specification

- Excellent time management and organisation skills.
- Maintain a flexible approach to tasks they are required to undertake.
- Be proactive and maintain motivation to deliver their role.
- Be a team player and be prepared to support other areas of the Partnership as the workload dictates.
- Uphold the Trust Behaviours at all times.
- Self-motivated to read and research relevant information to the role
- Is passionate about inclusion for children with SEND
- Has excellent communication, interpersonal and organisational skills
- Can work effectively without direction
- Has an eye for detail
- Is willing to roll up their sleeves up and get stuck into the wider Partnership activities
- Is resilient