



SENCO
SCHOOL OF SCIENCE AND TECHNOLOGY MAIDSTONE



1. INTRODUCTION

3. OUR TRUST

Our Academy consists of an exceptional cluster of primary and secondary schools at the heart of our local community, based in the Maidstone and Malling area of Kent. The Trust was legally established as a Multi Academy Trust on 10 March, 2011.

VIAT believes in benefits of cross phase education, whereby all pupils, regardless of background, have a broad curriculum by specialist teachers across all ages; thereby enabling children to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for pupils. Our children only get one chance in their education and it is our responsibility to provide the very best for them.

All our schools have a strong, inclusive and cohesive ethos reflecting on the schools' world class vision; staff and pupils are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate them, enable them to grow in confidence and cultivate thinking skills and creative potential beyond typical expectations.

This secure foundation ensures an ethic of aspiration, a broader commitment to, and proactive engagement in, wider society; enabling our pupils to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.

3. OUR VISION

The Trust Vision is to:

- Aspire to be an exceptional cluster of primary and secondary schools at the heart of our local community.
- Achieve our vision by bringing together a family of local schools - each with their own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.

The Goals of the Trust are to have individuals who:

- Are lifelong learners of character.
- Are creative thinkers and innovators.
- Are collaborative and independent problem solvers.
- Are responsible and active role models/citizens.
- Have a global outlook.

3. OUR ETHOS

At Valley Invicta Academies Trust, we put the children we teach at the very centre of all we do. We are deeply aware that children only get one chance at their education. Our staff, equally, are at the heart of our schools. Parents/carers and governors are proactively involved in school life and the local, national and international community are an integral aspect of student and staff engagement.

Teamwork lies at our core: our entire community – students, staff, and parents work together and recognise the roles they play and the strengths they bring. Everyone has their voice heard; everyone is nurtured and cared for.

We are ambitious and work hard to help enable excellence for all.

3. OUR VALUES

- Integrity;
- Collaboration;
- Excellence.

3. SST Maidstone

The School of Science and Technology Maidstone (SST) is an exciting new free school, opened in September 2020, with state-of-the-art facilities. We are extremely popular within the local community and have been oversubscribed. As a new school, SST presents a host of exciting opportunities for all- staff and students alike.

We are looking to appoint an outstanding SENCO to support the strategic direction and development of SEN provision and the overall development of this team. We will expect you to help our pupils achieve academically and personally. There is the opportunity to make a big impact on standards of student attainment through your fresh ideas, motivational skills and keen focus on improvement.

The successful candidate will promote efficient and effective deployment of staff and resources. They will also ensure that staff within the department are given access to appropriate subject based professional development.

They will have a limited teaching timetable which will enable you to demonstrate the best classroom techniques and to build strong relationships with our pupils.

If you are passionate about working in a dynamic team to provide inclusive support to enable students to have full and effective access to the secondary school curriculum, we would love to hear from you.

Come and join our dedicated team of professionals who are always willing to support new staff in the best interests of our students. Our school continually evolves in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities. New opportunities, including career progression, are actively sought for all staff across the school. Collaboration with like-minded colleagues across the Multi-Academy Trust (VIAT) is set up to provide: networking, support, quality assurance and friendship. If you think you would thrive in this environment we want to meet you.

To learn more about of state of the art school, please visit our website: www.sstmaidstone.viat.org.uk

To apply, please download a copy of the application form and email to: c.gilham@sst.viat.org.uk

2. PERSON SPECIFICATION

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Hold a qualification for ASD • Further training in the area of SEN/EBD/ASC • Degree • PGCE 	
Experience	<ul style="list-style-type: none"> • Experience of and ability to lead on high quality pupil tracking and feedback practices and designing meaningful intervention programmes. • Successful teaching experience in the area of SEN and ASD • Awareness of and contribution to the administration of ASD assessments. • Leading whole school training sessions. 	
Knowledge and skills	<ul style="list-style-type: none"> • To lead and implement ASD teaching across the whole school. • Consistent record of good & outstanding lesson, planning for progression and assessment for learning. • Ability to assess and teach small groups and/or individuals in basic skills. • Ability to support within the classroom and provide feedback and suggestions. • Ability to deliver specialist teaching and training in a specialist area across the school. • Ability to liaise successfully with outside agencies and parents. 	
Attributes	<ul style="list-style-type: none"> • Is passionate about the subject area. • Is an approachable and effective communicator. • Leads by example, with high professional standards. • Is resilient, energetic and enthusiastic. 	

3. JOB DESCRIPTION

Job Title	SENCO
Grade	MPS/UPS
School / Department	SST Maidstone
Base	SST Maidstone
Hours	Full Time
Reports to	Deputy Head
Accountable to	Head of School

3.1 JOB SUMMARY

We are seeking a practitioner with a degree and a teaching qualification. You will need to draw on experience of raising educational standards in a leadership role (curriculum and/or pastoral experience is essential). You will also bring a real energy and dynamism to the role, alongside genuine determination that children with SEND should be educated to a high standard and make at least the same progress as their peers.

3.2 KEY WORKING RELATIONSHIP

- Leadership Group
- Learning Mentors
- School and Trust SENCO teams
- Head of Year;
- Lead Teachers;
- Teachers and Students;
- External agencies and professionals;
- Safeguarding and health and safety leads.

3.3 KEY RESULTS AREAS

- To be the named SENCO and to lead and implement the SEND policy across the secondary phase.
- To identify children for whom EHCPs may be necessary and to ensure their needs are met by the school and alternative providers as appropriate.
- To work within financial constraints and to maximise the potential of existing resources.
- To provide an accurate self-evaluation of the team you will lead, which effectively details their performance directly related to pupils' outcomes.
- To lead SEND support across the school in the line with the SEN Code of Practice.
- Responsibility for monitoring, supporting and tracking progress of our students across Key Stages.
- To lead and advise curriculum leaders and their teams in developing appropriate strategies, methods for teaching and intervention.
- To Lead on staff training in provision for students with SEND.
- Support in provision mapping of the schools Inclusion department.
- To track achievements of academic targets of SEND pupils across the faculty including each key stage.
- To ensure that provision for students with SEND is mapped across faculties to accommodate individual student's needs.
- To keep parents fully informed of the progress of the students with SEND.
- To collaborate with colleagues from across the Trust, external agencies and professionals for the effective provision of support to students with SEND.
- To embrace and contribute to the Inclusive Leadership drive across the school and Trust.

Safeguarding

- VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equality and diversity

- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

3.4 STATEMENT

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required. Your duties are set out in the above job description, but please note that Valley Invicta Academies Trust maintains the right to update your job description from time to time, to reflect changes in or to your job. You will be consulted about any proposed changes.

Signed		Date	
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