



Cygnus Academies Trust

Job Description: Special Educational Needs Lead (SENCO)

School: Manor Community Primary School

Grade: MPS/ UPS + SEN allowance

Responsible to: Headteacher

Purpose of the Job

The SENCO, under the direction of the Headteacher, will:

- Determine the strategic development of special educational needs (SEN) policy and provision in the school
- Be responsible for day-to-day operation of the SEN policy and co-ordination of specific provision to support individual pupils with SEN or a disability
- Provide professional guidance to colleagues, working closely with staff, parents and other agencies

The SENCO will also be expected to fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.

Duties and responsibilities

Strategic development of SEN policy and provision

- Have a strategic overview of provision for pupils with SEN or a disability across the school, monitoring and reviewing the quality of provision
- Contribute to school self-evaluation, particularly with respect to provision for pupils with SEN or a disability
- Ensure the SEN policy and local offer is put into practice, and that the objectives of this policy are reflected in the school improvement plan.
- Maintain an up-to-date knowledge of national and local initiatives which may affect the schools' policy and practice.
- Evaluate whether funding is being used effectively, and propose changes to make use of funding more effective.
- Developing and maintaining a high quality SEND provision across the school to ensure it meets the needs of all SEND pupils.
- Working collaboratively with colleagues to ensure children's needs are met and all communications are timely, effectual and appropriate.
- Providing professional guidance to staff to secure good teaching for SEND pupils, through both written guidance and regular SENCO meetings
- Working with Senior Leaders and all staff to ensure all pupils learning is of equal importance and that there are high and realistic expectations of pupils.
- Supporting Teaching and Learning to ensure SEND pupils make good progress and that staff are equipped with effective strategies to best support SEND pupils, including:

- Modelling effective teaching, to coach and train colleagues;
- Identifying and disseminating the most effective teaching approaches for pupils with SEND;
- Collecting and interpreting specialist assessment data on SEND to inform practice;
- Work with staff to develop effective ways of bridging barriers to learning through assessment of needs; monitoring of teaching quality and achievement; target setting; IEPs, or Provision Maps, PSP, CAF;
- Working with pupils, class teachers and phase leaders to ensure realistic and challenging expectations of pupils with SEND;
- Leading Continuing Professional Development (CPD) sessions for staff.

Operation of the SEN policy and co-ordination of provision

- Maintain an accurate SEND register and provision map
- Provide guidance to colleagues on teaching pupils with SEN or a disability, and advise on the graduated approach to SEN support
- Advise on the use of the school's budget and other resources to meet pupils' needs effectively, including staff deployment
- Be aware of the provision in the local offer
- Work with early years providers, other schools, educational psychologists, health and social care professionals, and other external agencies
- Be a key point of contact for external agencies, especially the local authority
- Analyse assessment data for pupils with SEN or a disability
- Implement and lead intervention groups for pupils with SEN, and evaluate their effectiveness

Support for pupils with SEN or a disability

- Identify a pupil's SEN
- Co-ordinate provision that meets the pupil's needs, and monitor its effectiveness
- Secure relevant services for the pupil
- Ensure records are maintained and kept up to date
- Review the education, health and care plan with parents or carers and the pupil
- Communicate regularly with parents or carers
- Ensure that if the pupil transfers to another school, all relevant information is conveyed to it, and support a smooth transition for the pupil
- Promote the pupil's inclusion in the school community and access to the curriculum, facilities and extra-curricular activities

Leadership and management

- Work with the headteacher and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements
- Prepare and review information the governing board is required to publish
- Contribute to the school improvement plan and whole-school policy
- Identify training needs for staff and how to meet these needs
- Lead INSET for staff
- Share procedural information, such as the school's SEN policy
- Promote an ethos and culture that supports the school's SEN policy and promotes good outcomes for pupils with SEN or a disability

- Be the designated teacher for looked-after children.
- Be a Deputy DSL.
- Lead and manage teaching assistants working with pupils with SEN or a disability
- Lead staff appraisals and produce appraisal reports
- Review staff performance on an ongoing basis

The SENCO will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the SENCO will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or Education Team.

Headteacher's signature:

Date:

Postholder's signature:

Date:

Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • National Award for SEN Co-ordination (or due to complete), • Degree • Evidence of relevant professional development • Trained DSL (or prepared to train as DSL)
Experience	<ul style="list-style-type: none"> • Teaching experience across a phase • At least 3 years experience as a SENCO (desirable) • Experience of working at a whole-school level supporting and developing staff • Involvement in self-evaluation and development planning • Experience of conducting training/leading INSET • Experience of managing teams, including line management of staff
Skills and knowledge	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Ability to plan and evaluate interventions • Data analysis skills, and the ability to use data to inform provision planning • Effective communication and interpersonal skills • Ability to build effective working relationships • Ability to influence and negotiate • Good record-keeping skills
Personal qualities	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school and Trust • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality