



ST PAUL'S ACADEMY

51 FINCHALE ROAD, ABBEY WOOD, LONDON SE2 9PX

TEL: 020 8311 3868 OR WEBSITE WWW.STPAULSACADEMY.ORG.UK

Principal: Mrs S M Ward

SENDCO

Required from September

Salary: MPS/UPS + TLR 2A (£7847) + Inner London Weighting)

Full Time/Permanent - Part Time Considered

St Paul's has 1200 students aged 11-16 and is a diverse community centred on the charism of St Paul as a missionary, seeker of truth and a champion of justice. St Paul's Academy seeks to serve young people from both the Catholic and the local community, welcoming all those who embrace its values and share its quest for excellence:

- To provide opportunities for young people to develop the knowledge, skills and wisdom necessary for effective learning.
- To enable learners to develop their intellectual, social, moral, spiritual and physical potential to the full in order to become proactive members of both the local and wider community.
- To increase aspirations by exploiting educational innovations and opportunities in the best interests.

In the Catholic School's Inspection we had in February 2024, St Paul's achieved an Outstanding grade for Catholic life and Mission and rated 'Good' for all other areas. St Paul's was praised for the "deep pastoral care" that is provided and for integrating "fully in the wider community through faith in action and service". OFSTED 2023 also commented on the ambition being put into the curriculum and the strength of the leadership of the school to raise ambitions and expectations at St Paul's. If you would like to see a little more of life at St Paul's Academy, please look at the website and our school film, the link for which is here:

<https://www.stpaulsacademy.org.uk/school-video/>

We are seeking a dynamic and inspirational SENCo. You will play a key role in leading the development of our provision for students with Special Educational Needs and developing practice across the Academy. As SENCo you can expect to play a major strategic role in the Academy's development; leading change, coordinating learning support across the Academy and managing the provision of students with special educational needs. You will also have a clear vision of a curriculum, which challenges all levels of ability. If you have the expertise to lead this area of academy life then we would be delighted to hear from you.

The successful candidate will work extremely closely with the Principal and Senior Team to ensure that the Academy's vision, values and strategies are coherently delivered through actions by all staff in school, and that standards of academic progress, behaviour and character are high.

We Offer

- Collaborative work environment in a school with a strong community ethos.
- Professional growth and development opportunities
- Private healthcare benefits
- Professional subscription to The Key and National College
- Supportive senior leadership team
- Free use of the academy's well-equipped gym facilities
- On-site parking (subject to availability)
- The Elizabeth Line is on our doorstep, giving both flexibility in travel and access to a wealth of places across London, Heathrow, Reading, Slough, Kent and the South East.

St Paul's Academy is committed to safeguarding and promoting the welfare of children and young people; it expects all members of staff to share this commitment. This post is subject to a Disclosure and Barring Service (DBS) check.

Equalities: To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council's Equalities Policy.

Closing Date: 10th May

Interviews: (TBC)

Internal applications should write a letter of application (no more than one side of A4) and send it to **Mrs Ward** sheila.ward@stpauls.greenwich.sch.uk

External Applicant: Complete the initial online application. Please be advised you will need to complete the full CES application form should you be shortlisted. This can be obtained at any time **from Lisa Way HR Officer** at recruitment@stpauls.greenwich.sch.uk or calling **Lisa Way 0208 311 3868 Ext: 122.**



SENDCO / Job Description

JOB DESCRIPTION

(in addition to that for a Subject Teacher)

SENCO Job Purpose

- to develop a distinctive and coherent vision for Special Educational Needs, working with the SLT link for Inclusion to develop policy and strategic direction and ensuring a high quality learning experience for all students with special educational needs.
- to be responsible for the operation of the Academy's SEN policy, co-ordinating all special needs activity within the Academy and ensuring the effective day-to-day delivery of SEN provision
- to raise expectations and levels of engagement and attainment of SEN students with sound strategies for identification and monitored and meeting need
- to create and foster a commitment amongst all staff to meet the needs of SEN students, building expertise within all staff that delivers high quality learning and teaching
- to involve appropriately parents and the wider community in the activities of your area Responsibilities
- to know, follow and act as a point of reference with regards to national regulations on arrangements for students with SEN
- to ensure all students with an Educational Health Care Plan receive the reasonable adjustments set out in their plan and an annual review takes place with the relevant local authority and parent/carer.
- to maintain the Academy's register of student needs, and oversee related records including the creation, implementation and review of pupil passports and reasonable adjustment forms.
- to develop effective working relationships with the parent/carers of students with special educational needs
- to ensure there is a clear system for referral at stages other than point of entry and set up follow-up processes for these referrals
- to coordinate arrangements for the screening of all students on entry and using the resulting to identify and assessing any special needs
 - to analyse all transfer, performance and potential testing data to identify students requiring additional support and to work with the SLT link to develop the expertise of all staff in this area
- to co-ordinate the LSA deployment structure and timetable monitoring the impact of LSAs in both the classroom and after school interventions.
- to play a lead role in the induction and professional development and SEN training for all staff in the Academy; offering guidance on appropriate strategies and effective teaching and learning as well as sharing legislation, research, innovation and best practice
- to support middle leaders in the development of curriculum maps which address the needs of and differentiation for students with special educational needs

- to set high expectations for standards of learning and teaching and to monitor SEN provision in the classroom
- to coordinate individual and targeted group support for SEN students
- to ensure efficient and effective budgeting and use of funding and specialist resources
- to create, implement and regularly update a SEN development plan
- to write a termly update reviewing data, SEN student progress and setting actions for the forthcoming half term.
- to develop and implement effective strategies for the monitoring and evaluation of provision which bring about improvement
- to co-ordinate the screening of and implementation of access arrangements for students from Year 9 – Year 11.
- ensure targets are set for raising achievement and expectation amongst SEN students
- to maintain a directory of outside agencies and specialists able to provide local support and maintain effective liaison with them
- to make appropriate judgements over issues of confidentiality, working closely with the Designated safeguarding Lead on Safeguarding issues.
- to ensure that your area makes high quality contributions to the Academy's range of extra-curricular and enrichment activities
- to ensure that your area makes a positive and distinctive contribution to the marketing of the Academy and its image across the wider community
- to carry out any other relevant tasks and duties as may be occasionally be required
- to report to your SLT line manager and to contribute actively to a relevant and coherent learning experience for students across the whole Academy.
- to build and maintain an effective team of Learning Support Assistants taking responsibility for their line management, induction, performance management and ongoing development.
- to work with all teachers and LSAs allocated to curriculum areas to ensure the learning needs of all SEN students are known and met
- to work closely with Heads of Year to ensure information on individual students is shared and needs are met
- to work closely with the Examinations' Officer to ensure appropriate provision for SEN students
- to build positive relationships based on high expectations with students with SEN
- to provide an additional link with parent/carers in relation to work in your area
- to liaise effectively with external agencies and service providers, having an overview of the procedures for engaging them, either on a diagnostic or support basis
- to liaise with the Local Authority on funding and other relevant matters

SENCO Person Specification

- University graduate (Good Honours degree)

- Postgraduate teaching qualification
- QTS
- NASENCo Award or evidence of Continuing Professional Development relevant to the SENCO role or willingness to undertake this training.
- Knowledge and understanding of national priorities, current curriculum development and an ability to design and implement an innovate curriculum based on students' needs
- A thorough understanding of quality assurance techniques
- An appreciation of student motivation
- An understanding of how professional development contributes to the raising of quality
- Evidence of successful teaching experience
- Evidence of pastoral experience
- Experience of working with key stakeholders such as parents, governors, employers etc
- The ability to motivate and inspire staff and students
- Vision to develop SENCO role
- The ability to make sound judgments based on objective criteria
- Ability to manage the process of change effectively and thereby deliver major projects through to a successful outcome by continuously reviewing and evaluating progress
- Ability to analyse and interpret student data and set challenging targets
- The ability to effectively use ICT as a management and communication tool
- Excellent verbal and written communication skills

General Requirements

- All teachers take an active role in the Academy's care and guidance of students and may be expected to fulfill the role of form tutor or similar role as determined by the Academy
- All teachers may be asked to undertake other reasonable duties related to the job purpose required from time to time at the request of the Principal.

Person Specification:

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You will have:

- Demonstrated committed leadership skills.
- A strategic vision for the future of Religious Studies.
- High expectations of all students and commitment to the achievement of all.
- A collaborative approach to development of the quality of education.

Closing Date: 29th April 2024

Interviews: 1st May onwards (TBC)

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