**Ark John Keats Academy SENCO**

**Reports to:** Assistant Principal

**Start date**: September 2021

**Salary:** Negotiable, depending on experience

**Closing date:** 18th March 2021

**Interviews:** week commencing 22nd March

**Exciting opportunity to join an exceptional school in north London.**

Ark John Keats was founded in 2013 with one class of reception children. We are now a fully-fledged all-through school, running from nursery to year 13, with over 1700 children. Our secondary school is oversubscribed, with a waiting list for every year group. Our community is composed of supportive and committed families who buy into our vision and work with us to ensure their children achieve all they are capable of in the future.

We aspire for all our children to have the academic knowledge necessary to enable them to progress to university, for pupils to have a love of learning and curiosity about the world, and for them to be polite, well-mannered young people who take responsibility for their choices and drive their own destinies.

Ark John Keats is part of Ark Schools, a hugely successful network serving pupils from deprived communities. Our network shares a belief in our six pillars:

**High expectations:** we have high expectations of ourselves and for what our children can achieve

**Excellent teaching:** great teaching is what transforms children’s attainment and opens door for the future.

**Exemplary behaviour:** children can and should be taught to behave well, following instructions first time, every time, without question.

**Depth for breadth:** with a curriculum that encompasses the best of what has been thought and said ensuring our pupils have the knowledge and cultural capital to thrive in the classroom and beyond.

**Knowing every child:** we get to know and care deeply about each of our pupils as individuals.

**Always learning** we expect pupils to always learn, but also for our staff to continually develop their professional expertise, supported by Ark’s broad professional development offer.

At Ark John Keats, we believe in **rigour** – our curriculum is full of challenge, and we know that our children are intellectually resilient and capable of learning lots in every subject no matter what their starting point.

We believe in **exemplary behaviour** – we have sky high standards and support all children to reach these, by focusing on developing pupils’ self-regulation, explicitly teaching pupils how to behave, and by working closely with families.

We believe in **the limitless potential of all children** – if children work hard, there are no limits to what they can achieve.

Ark John Keats is looking to appoint a SENCO with sky-high expectations of what all children can achieve, regardless of barriers; someone who believes, as we do, that all children are entitled to access the full richness of a broad and often academic curriculum, and will thrive if given appropriate support to access and succeed in that curriculum. We will consider candidates who have not worked previously as a SENCO if they have experience working successfully to support pupils with special education needs.

The ideal candidate will

* Have a strong academic background, with good A Levels or equivalent, and a good degree
* Have the commitment, skills and character required to build a successful department
* Share the Ark John Keats vision and be aligned with the six pillars underpinning it
* Value and support practices driving continued progress across the network of Ark schools
* We are committed to providing staff with high quality and regular CPD. All teachers and leaders have weekly coaching, a weekly whole staff training session, 12 CPD days annually and access to an extensive menu of Ark training programmes for all levels.

To apply please click [here](https://arkcareers.engageats.co.uk/Vacancies/W/2327/0/284610/19521/head-of-science?utm_source=external&utm_term=london-secondary-ark-john-keats-academy-teaching-permanent-full-time&utm_content=head-of-science&utm_campaign=default-campaign&utm_medium=AtsViewLink) to submit your application by **9am** on **Thursday 18th March 2021.** For further information, please contact [recruitment@arkjohnkeatsacademy.org](mailto:recruitment@arkjohnkeatsacademy.org).

**Key Responsibilities**

* Lead on the strategic direction and development of the school offer for SEND pupils
* Embed the graduated response for literacy, numeracy, language, and communication, SEMH and EAL at a whole school level
* Monitor and evaluate the teaching provision for and progress of pupils with SEND
* Liaise with external agencies and coordinate provision of necessary specialist support for pupils
* Identify the training needs of staff and coordinate relevant training as required

**Inclusion**

* Maintain a clear, up-to-date SEND register
* Implement effective and efficient SEND administration, including provision mapping and any information sharing proformas
* Plan the provision for pupils with an EHCP, a statement of special needs or requiring school-based support and review termly with a view to apply for an EHCP if needed
* Ensure that the Annual Review process is carried out for all pupils with an EHCP
* Liaise with the Local Authority to access support from the Local Offer
* Ensure there is early identification of pupils’ additional needs
* Identify evidence-based interventions that are matched to pupils’ needs and ensure that these are measurable, time-limited and all staff delivering them are trained thoroughly
* Facilitate and coordinate multi-agency input and specialist support such as Speech and Language Therapy, Educational Psychology, Autism Outreach Services and Sensory Impairment Services
* Ensure all staff are aware of the needs of each SEND pupil and are trained in how to meet them
* Build relationships with pupils’ previous settings to create transition plans that facilitate continuity of support and learning
* Communicate regularly with parents, ensuring they are aware of the support provided for each pupil and are involved in setting targets for improvement
* Feed into the annual Academy Development Plan and School Evaluation as needed

**Line Management**

* Line manage the Inclusion Team and the Deputy SENCO

**Teaching Responsibilities**

* Set high expectations so that all pupils are inspired, motivated and challenged to reach their full potential
* Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
* Plan and teach well-structured lessons which allow adequate time to embed new knowledge, understanding and skills and are responsive to pupils’ misconceptions
* Nurture every pupil’s intellectual curiosity, asking pertinent questions to deepen pupils’ understanding
* Systematically check pupils’ understanding and act to correct any misconceptions
* Provide pupils with feedback aimed at moving their learning forward
* Review and reflect on each assessment to identify gaps in pupil learning and take steps to address them

**Culture and ethos**

* Lead the inclusion team’s behaviour management, ensuring they implement school systems consistently and in a kind and respectful manner
* Develop strong partnerships and ensure regular communication with parents
* Complete duties around the school, modelling best practice for all staff

**Development of the Ark Network**

* Value and support practices driving continued progress across the network of Ark schools
* Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives

**Other**

* Carry out other reasonable tasks as directed by the principal

**Person Specification: SENCO**

**Qualification Criteria**

* Qualified to teach and work in the UK
* Strong A Levels, or equivalent
* Qualified to degree level and above
* Has completed the National Award for SEN Coordination (NASENCo)

***Note:*** *We will consider candidates who have not worked previously as a SENCo if they have experience working successfully to support pupils with special education needs. If the National Award for Special Educational Needs Coordinator has not yet been attained, we will fund and support its completion in our first year.*

**Knowledge, Experience and Skills**

* Experience identifying, monitoring, and providing effective support for pupils with SEND
* Good working knowledge of relevant legislation, particularly the SEN Code of Practice
* Experience of leading a team and/or developing others
* Experience in effectively training and coaching other teachers
* Excellent communication, planning and organisational skills
* Excellent SEN & classroom practitioner
* Strong understanding of both subject and general teaching pedagogy
* Experience of reflecting on and improving practice to increase pupil achievement
* Effective and systematic behaviour management

**Personal Characteristics**

* Genuine passion and a belief in the potential of every pupil
* Deep commitment to Ark’s mission of providing an excellent education to every pupil, regardless of background
* Effective team member and leader
* High level of self-awareness and self-management in stressful situations
* High expectations for accountability and consistency
* Acts as a role model to staff and pupils
* Resilient, motivated, and committed to achieving excellence
* Reflective and proactive in seeking feedback to constantly improve practice
* Commitment to regular and on-going professional development and training to establish outstanding classroom practice
* Commitment to and understanding of professionalism in line with the National Teaching Standards

**Other**

* Commitment to equality of opportunity and the safeguarding and welfare of all pupils
* Willingness to undertake training
* This post is subject to an enhanced Disclosure & Barring Service check

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies.  To meet this responsibility, we follow a rigorous selection process. This process is outlined* [*here*](http://arkonline.org/sites/default/files/Ark_safe_recruitment.pdf)*, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check*.