

Stormont House School

Information about the SEND Leader/SENDCo Position

Who are we?

A four-times outstanding secondary special school whose vision is

Achievement for all in a unique world-class school

that

- intends to be the best in the world at what we do and to influence the education system accordingly
- provides very good teachers and leaders with the opportunity to become excellent
- is respected and provides support locally and nationally
- believes our students deserve the very best from us
- uses evidence from research when choosing and evaluating improvement strategies

What does the job involve?

Ensuring students' needs are met so they achieve as highly as possible and progress to further study, find employment and self-expression as active citizens in an ever-changing future. This will require strategic, tactical, and operational leadership of our SEND processes, inclusive practice and related staff professional development. This role has the potential to develop into a leading practitioner role once established.

What will I be directly responsible for?

- Working as part of the School's Extended Leadership Team and particularly closely with the Deputy Head for Inclusion & Safeguarding.
- Leading and continuing to improve the way we meet students' individual and collective SEND
- Ensuring that SEND systems in the school lead to the best possible progress and outcomes for every individual and group of learners.
- Leading and evaluating the impact of the school multi-disciplinary team and intervention strategies
- Developing and maintaining clear tiers/ waves of support and intervention appropriate to levels of need
- Providing feedback to staff and organising programmes of continuing professional development to help us improve further
- Acting as a source of advice, guidance, and expertise for meeting SEN within and beyond the school
- Line managing key staff
- Directly contributing to School Development Priorities, Action Plans and self-evaluation
- Subject to negotiation, a small amount of teaching, putting the above into practice

Who are you?

1. Passionate about the difference schools can make to young people's ability to learn, create, express themselves and become active global citizens
2. Highly knowledgeable about SEND; the Code of Practice, person-centred planning, differentiation/ adaptive teaching and how to spread and develop best practice
3. Able to lead a community of diverse backgrounds, characteristics, and experiences in common purpose, capitalising on that diversity to progress towards our school vision

4. A first-class leader and teacher, experienced in leading improvement and learning from mistakes
5. Committed to keeping children safe. Including learning how to avoid/ minimise risks online and off.
6. A self-starting team player with much to offer while still ready to learn
7. Ready to make the most of a rare opportunity to lead inclusive practice in our school.
8. Clear on your views about how adapting our teaching offer can improve inclusion, aspiration, and outcomes as we prepare students for adulthood.
9. Clearer still on what you have to offer us that can move us closer to our school vision.

Who are the students?

Our students

1. Are fantastic, though not an 'easy ride' in any sense
2. Usually come from mainstream primary school at age 11 as a large secondary school just wouldn't work for them
3. Usually remain here until age 16 or 17 before going onto local colleges or other providers
4. Have a wide range of Learning, Speech, Language & Communication and Emotional Needs
5. Have many strengths and talents as well as difficulties, achieving up to GCSE/BTEC levels
6. Make great strides with their personal, social and academic development during their time here

What else do you need to know?

- The staff here are also fantastic!
- We are a lead school in the Hackney Teaching & Schools' Alliance where we work alongside 11 primaries, a secondary and an alternative provision setting. It's a very supportive network
- We are a National Support School and support development of educational leadership, teaching & learning as far away as Suffolk.
- We have made the John Hattie Visible Learning Plus Programme a central part of our CPD programme, developing evidence-informed approaches to teaching and learning.
- We have a lovely 3-storey building that we helped design; exciting!
- Most of our staff come from mainstream, but we welcome applications from special, FE or AP settings
- Although they make great strides with their personal, social and academic development here, most students will still have considerable difficulties with their learning when they are in KS4.
- Salary is competitive; we reward quality. Inner London Scale (progressing to the top of the Upper Pay Range) plus SEN1 or 2 (depending on qualifications) plus a TLR of around £6k
- We take safeguarding children seriously: employment is not confirmed until a reference from your current/most recent Headteacher and enhanced clearance from the Disclosure and Barring Service (DBS) are received.
- If you think your skills and experience do not fully fit the bill, but the rest excites you, please read on and discuss it with the Headteacher, Kevin McDonnell.

What do I do next?

Find out more about the life of the school from our website and, if you're still interested,

- Email recruitment@stormonthouse.hackney.sch.uk to get a link to our virtual tour video and to book into an informal after-school discussion with the Headteacher (virtual)
- **Apply** if all of the above 'fit'