**Job Description**

**AHT Inclusion**

**Reports to:** Principal

**Start date:** September 2018

**Salary:**  Ark Leadership Scale (negotiable dependent on experience)

**The Role**

To lead, develop and support effective practice for pupils with particular learning needs, ensuring their learning needs are addressed in the most effective way and, where appropriate, they are able to make rapid progress in line with Franklin’s expectations.

**Key responsibilities**

* Designated Safeguarding Lead
* Strategic direction and development of SEN and EAL provision.
* Monitor the impact of teaching and learning activities on the progress made by pupils with SEN.
* Liaise with other schools to ensure continuity of support and learning when transferring pupils with SEN and, year-on-year, ensure smooth transitions from one year group to the next for all vulnerable children at Franklin.
* To be responsible for monitoring provision for children with SEN, EHCP, LAC, EAL and liaise with staff and appropriate agencies.
* Support the development of high achieving classrooms which supports and fosters the achievement of pupils with additional learning needs.
* Play a leading role in maintaining/establishing Franklin’s culture and ethos, providing strategies to support pupils with SEN and EAL.

**Outcomes and activities**

**Leading Inclusion**

* Develop strategies to ensure early identification of pupils with additional needs.
* Identify and adopt effective teaching approaches for pupils with special and additional needs.
* Monitor teaching and learning activities, to meet the needs of all pupils.
* Establish and disseminate strategies that support all staff in their work with pupils.
* Identify the training needs of staff and organise/coordinate INSET and CPD in SEN, EAL, or other.
* Develop staff support at all levels to ensure they have the best training to fulfil their roles.
* In consultation with the leadership team, deploy staff to ensure both best coverage of pupils and that individual needs are met.

**Teaching and Learning**

* Influence whole school teaching and learning practice to ensure aspects of inclusive teaching.
* Teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
* Create a climate for learning within teams and support the notion that all teachers are also learners.
* Use regular, measurable and significant assessments to monitor progress and set targets.
* Identify and lead interventions according to pupil needs, e.g. ASDs, Speech and Language, Behaviour etc.
* Ensure that all pupils achieve age-related expectations, or, if well below, make significant and continuing progress towards achieving age related.
* Oversee and monitor the quality of provision, ensuring year group provision maps and individual children’s profiles are maintained/updated and shared with parents and relevant parties.
* Collect and interpret specialist assessment data gathered on pupils and use to inform practice.
* Support developments and initiatives to improve standards in English and mathematics as well as access to the wider curriculum.
* Maintain regular and productive communication with parents.
* Ensure statutory responsibilities for EHCPs and Annual Reviews are met.

**Other**

* Undertake other various responsibilities as directed by the Principal.