



Information for candidates applying for the role of:

SENCo

Permanent

Salary: MPS/UPS (outer London), plus TLR 2C(ii) and SEN allowance.

Required: September 2023



Highlands
School & Sixth Form



Dear candidate,

I am delighted that you are considering applying for the position of SENCo at Highlands School. Highlands is a very successful and popular school with a thriving sixth form. Our students come from a range of socio-economic and cultural backgrounds and we are proud to be one of the most popular and high achieving schools in London.

Our stated goal is “To provide a world class educational experience for our students. In whatever we do, to be held as an example of best practice to other schools.” This is an aspirational goal, but one we judge ourselves against at all times. If you are successful in your application you will play a key role in improving Highlands towards achieving this.

We are an Ofsted ‘Outstanding’ school and when inspected in June 2020, the report highlighted the excellent behaviour, safeguarding and personal development the school offers. The school champions diversity and supports students’ mental health. We were delighted with our 2022 summer results, reaffirming our position as one of the highest performing schools in London.

I am committed to developing staff and supporting their wellbeing. We have two hours of CPD every week; no other meetings are held during the week. We use centralised resources to reduce planning. Pastoral leaders oversee centralised detentions to free up other teaching staff. We have a two week October half term break. We are a lead school in the local area for the delivery of the ECT.

Our approach to curriculum and teaching is influenced by the writings of theorists such as Christine Counsell and the principles of Rosenshine - yours should be too. We want to recruit a hard working and driven colleague with very high standards, someone who wants to make a real difference at Highlands. The successful candidate will be ambitious and we will support them towards fulfilling their own career potential.

Before reading on, I recommend you [watch this video](#), which will introduce you to our school. I look forward to receiving your application and meeting you in person,

Vincent McInerney, Headteacher



History, ethos and values

Highlands was opened by Tony Blair in 2000, the first PFI school in the country. It is set in beautiful grounds and has a modern building in excellent condition. Mr McInerney is the third headteacher at Highlands. The previous head, Mr Goddard, led the school on a successful journey from 'Satisfactory' in 2007 to 'Outstanding' twice (2011, 2014). The school has a strong reputation in the area for high academic standards and high standards of behaviour.

Our stated goal is "To provide a world class educational experience for our students. In whatever we do, to be held as an example of best practice to other schools." We take this very seriously and we have very high expectations of ourselves and each other. We are outward facing and research focused. We look at what the very best schools are doing nationally and internationally and then try to do it better here.

Our values are determination, aspiration, respect and equality (DARE) . These values underpin all of our work, and are our guiding principles. They summarise what we expect from students and staff. Our motto is 'Dare to flourish'. We chose this very carefully. The word 'dare' was chosen as it links to our values. The word 'flourish' was also carefully selected. The origin of the idea of flourishing dates back to Aristotle, who believed that the human purpose is to try and flourish, or live well. The modern spelling of the word is derived from the Latin, *flos*, which means flower. We like this word because we want all of our school community to grow and to develop. We know not everyone will grow and develop in the same way, but we will support them and be proud of them regardless.

Curriculum

Our curriculum has been carefully sequenced by highly skilled heads of department and faculty with the support, where appropriate, of nationally recognised experts such as Christine Counsell and David Didau. Our curriculum intent statements will give you a good sense of our philosophy towards the curriculum:

The Highlands School curriculum is highly ambitious and designed to educate students in the best that has been thought and said in each subject and to build cultural capital. At Key Stage 3 the curriculum goes beyond the requirements of the National Curriculum, introducing students to carefully sequenced core knowledge and ideas that will allow them to participate in the community of educated citizens.

The Highlands School curriculum supports a culture of reading. Reading and literacy open the doorway into the other subjects in the curriculum and to future success. The curriculum at Highlands encourages reading for pleasure and ensures students can access texts across the curriculum.

The wider curriculum at Highlands is an entitlement, not a privilege. All students take part in 28 days of carefully selected trips and visits over their seven years at Highlands to support the learning in lessons, build cultural capital and broaden their horizons to a world of opportunities.

The taught and wider curriculum, particularly through PSHE, teaches students about diversity, equality, inclusion and British values.

A young Black woman with glasses and a green school jacket is smiling and looking towards the right. She has her hair styled in a bun. In the background, there is a green field and a goalpost. The text 'Dare to flourish' is overlaid in the bottom left corner.

Dare to
flourish

Teaching, Learning and CPD

Our approach to teaching is underpinned by Rosenshine and the principles of direct instruction so, before applying, we advise potential candidates to be familiar with the principles and comfortable using them in the classroom. We value the teacher as the subject expert and we expect key knowledge to be delivered to students in a scaffolded and 'chunked' manner. We expect understanding to be checked throughout the lesson with the use of hinge questions, no hands up questioning and mini whiteboards. We buy all students mini whiteboards at the start of the year so they can all participate. Paired discussion is encouraged as a carefully planned part of the learning process. All departments have shared resources that are collaboratively developed and which staff are expected to use. This significantly reduces planning time for staff and means that every class has access to the same high quality resources.

Staff have CPD every Wednesday and this is built into the school day. This is a valuable opportunity for staff to share best practice, and work on curriculum development.

Highlands staff have unique access to a range of professional development opportunities, delivered by the school. These include middle and senior leadership programmes. Uptake on these programmes is high amongst our staff. For ECTs, the school offers the early career framework.

We are committed to developing our staff. You can watch some of our current staff talk about their professional journeys by clicking on the videos below:

[Louise](#), [Hope](#), [Alice](#), [Jody](#), [Mia](#)

For ITT and ECTs, [Becky's video](#) talks about early career training.



Dare to
flourish



Enrichment

At Highlands we think about more than exam results. The extracurricular provision at the school is excellent. In recent years Highlands students travelled to Barcelona, Namibia and New York. Students studying physics visited Poland as part of the Erasmus programme, recently they visited Finland and France. Our students take part in the Duke of Edinburgh programme, ski trips and other visits locally and nationally.

The performing arts are a strength at the school and the shows and performances are very popular. A few years ago the school production was Bugsy Malone, the students at school perform as cast members, perform in the orchestra and make up the crew. Sports are another area of success at the school; girls' football at Highlands is amongst the strongest in the region.

At Highlands students leave with excellent results but also with experiences and an appreciation for the world beyond school that will stay with them forever.

All students at Highlands participate in 'DARE days'. These are four days each year when all lessons are suspended and students and staff participate in a range of trips and activities designed to enrich their learning experience and broaden their horizons.

When school finishes early on Wednesdays for staff CPD, we run compulsory Ed-Extra for year 7 students. These range from rugby to fashion, from dance to judo. It is a good example of an area in which the school does something that other schools look to as an example of best practice and innovation. We believe our extracurricular programme at Highlands should rival that of any other secondary school in London.



The Sixth Form

Highlands has a high performing and popular sixth form. The summer 2022 results put the results at Highlands in the top 10% of schools nationally. Students go on to a range of destinations, for example our year 13 students have gone to Oxbridge for each of the last three years, many have gone to Russell Group universities and others have gone on to apprenticeships. Whether it be A levels or BTECs we support students to the next stage of their life.

At Highlands it is not just what students achieve academically that matters, but what type of young people they become and what they choose to do when they leave. It is for this reason that we have built a diverse and challenging curriculum, along with excellent enrichment opportunities for our students. We are an inclusive sixth form, with a welcoming, diverse and grounded community in which our students feel cared for and supported.

Supporting students to make the right university or career choices is a priority at Highlands. We have a dedicated team of staff who bring outside speakers into the school to develop students' understanding of the world of work. We have a special pathway for students wishing to enter careers such as law or medicine, study at Russell Group universities or who wish to study at Oxford or Cambridge. We have a commitment to support each student into the career or university of their choice.

Learn more about the sixth form on our [sixth form open evening microsite](#), set up last year as we were recruiting into our sixth form.

School priorities

Our goal is to provide a world class educational experience for our students. In whatever we do, to be held as an example of best practice to other schools.

To achieve that the school has three strategic priorities:

1. Achieve academic excellence, underpinned by a curriculum that meets the needs of all learners.
2. Create a culture that celebrates diversity and equality and that supports inclusivity and excellent behaviour.
3. Promote a culture of leadership, self-reflection and professional development across all staff.



The Learning Support Department

Highlands School has a strong reputation in the local community for providing excellent support for SEND students. As a result we currently have 78 students with an EHCP; which is above national averages for secondary schools. Our Learning Support Department is led by an assistant headteacher who is the lead SENCo. We have a large team of learning support assistants, many of whom are graduates in English/maths/science and an HLTA and an administrative officer.

The school also has a local authority funded ARP for deaf students. This provision is led by a teacher of the deaf, who is supported by a team of communication workers and learning support assistants.



The role: SENCo

Job purpose

This is an exciting opportunity for an ambitious SENCo with a passion for teaching and inclusion, to join the learning support team in our highly successful and inclusive school. As SENCo you will contribute to the leadership and management of the learning support department and SEND provision across the school. The successful candidate will bring new and innovative strategies to ensure that our SEND provision reflects current research and best practice, leading to excellent outcomes for SEND students.

Job details

The position is full time.

The successful candidate will report to the assistant headteacher/SENCo

The salary is MPS/UPS (outer London) plus TLR 2C (ii) (£7,368.00) and SEN allowance (£2,3840.00).

The post starts September 2023.



Dare to
flourish

Job description

Key responsibilities

Lead and manage all aspects of the school's SEND provision, which consists of :

- Leading and managing the Learning Support Department.
- Leading SEND strategy across the school.
- Leading and coordinating the EHCP statutory processes.
- Leading best practice in SEND teaching and learning in the mainstream classroom.
- Monitoring SEND student progress and planning provision to support SEND students.

The self-improving school system

Under the direction of the headteacher / deputy headteacher:

- Create an outward-facing SEND provision which works with other schools and organisations to secure excellent outcomes for SEND students .
- Develop effective relationships with fellow professionals.
- Model entrepreneurial and innovative approaches to leading the school's SEND provision.
- Inspire and influence others to believe in the fundamental importance of inclusive education.

Qualities and knowledge

- Support with the day-to-day management of the school.
- Communicate the school's vision compellingly and support strategic leadership.
- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all pupils.

- Build positive relationships with all members of the school community, showing positive attitudes to them.
- Keep up to date with developments in education, specifically developments in SEND. Have a good knowledge of education systems locally, nationally and globally.
- Work with political and financial astuteness, to plan and lead SEND provision and resources.
- Seek training and continuing professional development to meet own needs.

Students and staff

Under the direction of the headteacher / deputy headteacher:

- Demand ambitious standards for all pupils, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes.
- Ensure excellent teaching of SEND students, including through training and development for staff.
- Establish a culture of 'open classrooms' as a basis for sharing best practice in SEND teaching.
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge on SEND.
- Identify emerging talents, coaching current and aspiring leaders.
- Hold all staff to account for their professional conduct and practice.

Job description continued:

Systems and processes

Under the direction of the assistant headteacher.:

- Ensure that the school's SEND systems and processes are well considered, efficient and fit for purpose.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing exemplary behaviour.
- Implement systems for managing the performance of Learning Support staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.
- Work with the governing board as appropriate.
- Support strategic, curriculum-led financial planning to ensure effective use of the SEND budget and resources.

Equal opportunities

To work within and encourage the school's Equal Opportunities Policy and contribute to diversity policies and programmes in relation to discriminatory behaviour. Click [here](#) for our equal opportunities statement.

Review Arrangements

The job description is not an exhaustive and you will be expected to carry out any other reasonable tasks as directed by your line manager, and the Headteacher.

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees working at this school are expected to share this commitment as and when required.

Person specification

The following outlines the key knowledge, skills and experience required for this position. As part of the shortlisting process, the selection panel will assess each candidate against the criteria listed below.

Knowledge, skills and experience

1. Qualified teacher status and a good honours degree.
2. SENCo qualification or a willingness to gain this qualification.
3. Experience of leading and/or supporting provision for SEND students/young people.
4. Proven track record of raising standards in a school context.
5. A robust understanding of the SEND code of practice.
6. Experience of leading and developing high-performing teams.
7. Knowledge of what excellent pastoral care looks like and experience of contributing to its delivery.
8. Knowledge of what excellent teaching looks like and a track record of delivering at this level.
9. Knowledge of how to safeguard children and a commitment to doing so.

Personal Qualities

- A highly visible presence around school, leading from the front.
- Rigour and a commitment to hard work.
- A willingness to give and receive candid feedback in a spirit of striving for excellence.
- Very high expectations of staff and students.
- High levels of personal integrity.
- A passion for promoting and celebrating diversity.



The application process

Please apply by visiting the [vacancies page](#) on our website and complete an application form (at the bottom) in full with a personal statement of no more than two sides of A4 outlining how you meet the person spec. This can be typed in the space on the application form or as a separate document.

Closing date: 9am on Thursday 9th March 2023. Interviews will be held shortly afterwards.

If you have any questions or would like visit the school and/or speak to a member of the senior leadership team please contact Trudi Steiner, HR Officer, at hsjobapp@highlearn.uk or **020 8370 1166**.

The Governing Body are committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check.



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