



Therfield School

Excellence Leadership Opportunity



Deputy SENCO Candidate Pack

www.therfield.surrey.sch.uk



Therfield School



Dear Candidate,

Thank you for showing an interest in our vacancy for Deputy SENCO. We are seeking a committed, supportive and inspiring colleague to join our team and help to champion our SEND offer at Therfield.

Therfield is an inclusive school and we work hard with students and their families to promote positive outcomes. Our highly effective SEND team work across the school under the leadership of our SENCO and we are looking to appoint a colleague to help further develop our SEND provision in our ongoing drive in raising standards. This role will involve working with other senior and middle leaders, class teachers, line management of teaching assistant colleagues and being fully immersed in the life of the school. On appointment, we would provide in house training as well as enrolment onto a SENCO qualification course to ensure excellent professional development for the successful applicant. The Deputy SENCO role also includes being part of our wider safeguarding team, so additional training would be provided for this aspect.

Therfield is a vibrant and friendly school to work in- all staff are supported through the line-management system and the school has a well-respected induction programme for new staff.

If you feel that you are the right person to fit into our school, please complete all the sections of the application form.

James Malley
Headteacher



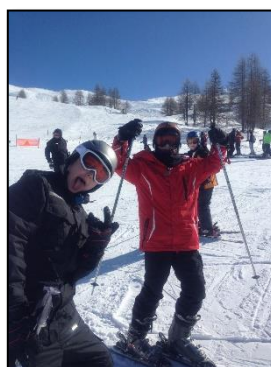
Information about the school

Therfield School is an 11-18 mixed comprehensive school situated in Leatherhead. The school currently has nearly 1100 students on roll and has been growing quickly in the last few years. Our sixth form is also growing and our students have a strong track record of securing places at Oxbridge and Russell Group Universities.

We are ambitious for our students. That includes securing excellent academic outcomes, but also involves delivering on the commitment of our motto, "Excellence, Leadership, Opportunity". To us, that means we have a duty to ensure that students leave us fully equipped to make a significant contribution to society and the wider world around them. That means our extracurricular opportunities are vital to our students' development.



As well as running a variety of academic, sports, music and drama clubs, we are a lead participator in the Duke of Edinburgh Award Scheme. We also believe passionately in offering excellent residential trips including visits to Washington DC and New York, Iceland and a ski trip to Austria just some of the opportunities available to our students and staff.



There is a strong sense of collegiality amongst staff and a team ethos that new colleagues really appreciate and, we believe, is unrivalled in most schools. The continuing professional development programme is strong and this is showcased through a hugely successful "TeachMeet" each year, where colleagues across Surrey come together to share the very best pedagogical ideas and techniques. The welfare of our staff, and the demands of their workload, are very important to us and there is a strong staff association who provide a range of events for all colleagues.

We are part of a small multi academy trust (The South East Surrey Schools Education Trust) with two other Surrey secondary schools. This gives us strong opportunities for partnership work building on our inclusive values. We also benefit from close links with our feeder schools and other partner schools locally. We are committed to improving staff wellbeing and are signed up to the Education Staff Wellbeing Charter. We have a modern and fully equipped gym that is available for staff to use.



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Our most recent Ofsted inspection took place in 2019 and we were very proud to receive the feedback below:-

- There are strong relationships between staff and pupils that underpin a positive atmosphere in which pupils want to learn.
- Pupils enjoy coming to school and told inspectors that teachers care about them and lessons are fun.
- In lessons, they work well together and are confident to express their ideas.
- Classes are orderly and pupils respond well to teachers' requests. They set to work quickly and work very well together.
- Therfield is a friendly and welcoming school where inclusion really matters.
- The inclusive nature of the school means that staff go to great lengths to help pupils manage their behaviour and support their learning and development.
- The school is characterised by a nurturing and caring ethos.
- Parents appreciate the caring ethos and the efforts of staff to help their children succeed.
- Students behave well around the school and are friendly and polite to visitors.
- In class, inspectors saw pupils keen to learn and eager to be rewarded for their efforts.
- Staff know their pupils well and provide high-quality support to develop pupils' learning.
- Leaders have ensured that there is a strong culture of safeguarding within the school.
- Pupils who responded to the online questionnaire, and those interviewed by inspectors, said that they felt safe in school.
- The rising number of pupils on roll is evidence that the school is gaining the confidence of the local community.
- Staff feel valued and empowered. One wrote, 'There is an emphasis on staff happiness here that goes a long way.'



Job Profile – DEPUTY SENCO

Purpose

To work with the SENCO and other colleagues to ensure the effective support for SEND students and the strategic development of SEND provision

Responsible to

SENCO

Salary

Main Pay Scale or Upper Pay Scale as appropriate plus TLR 2(1) £3,214

Key Accountabilities

- To be the key adult for specific SEND students and oversee their provision, including support plans, EHCP applications, referrals to external agencies, annual reviews and other elements as required
- To plan and deliver intervention sessions for groups and individual targeted students.
- Teaching within a mainstream subject area will be negotiated on appointment
- To line manage support staff colleagues as required (eg teaching assistants)
- To contribute to the strategic development of SEND provision at Therfield
- To support the strategic oversight of alternative provision arrangements for SEND students
- To contribute to the cultural and community life of the school including providing training to colleagues on aspects of SEND and inclusion

Key Tasks

Teaching

- To form effective relationships with students, teaching staff, non-teaching staff, parents and other professionals and liaise with stakeholders as needed
- To plan and deliver effective teaching sessions (intervention and/or mainstream)
- To foster good working and learning habits in students
- To use assessment effectively
- To share strategies for quality first teaching that take account of SEND needs

Curriculum

- To support and advise colleagues in their planning of programmes of study and schemes of work to take account of SEND needs
- To keep abreast of professional developments within SEND
- To participate in professional meetings and training programmes and to share the benefits with colleagues
- To participate in arrangements for CPD and appraisal, including completing performance management processes for colleagues during line management

Pastoral Care and Discipline

- To support the ethos of the school
- To contribute to the life of the community according to your talents and skills
- To support the effective implementation of the behaviour policy



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- To participate in arrangements made for the supervision and safety of students between lessons and at the start and end of the school day
- To be a committed member of the wider safeguarding team and attend relevant meetings as required
- To record students' progress

Meetings in which you will be involved

- SEND team meetings
- Whole staff meetings and staff briefings
- Leadership and progress meetings

Therfield School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment



Personal Specification: Deputy SENCO

	Essential	Desirable
Education and Training	Fully Qualified Teacher (secondary or primary trained) A commitment to complete a nationally recognised SENCO qualification	Additional qualifications or academic experience.
Curriculum Experience	A good working knowledge of supporting children with SEND. A commitment to learn more about SEND needs, provision and the local/national context Effective Teaching and learning strategies to aid progress of students. Effective use of assessment data to support pupil's learning within own classes. .	Use of ICT for data analysis. Experience managing colleagues. Experience delivering meetings and/or training sessions. Knowledge of SEND policies, needs and strategies to support students with SEND
Pastoral Experience		Successful experience working with young people in a pastoral capacity (e.g. as form tutor, youth worker, voluntary work)
Personal Qualities	Reliable and trustworthy Committed to working within a mainstream school environment Sense of humour Calm under pressure Able to work well in a team Quick learner Able to relate to students in and out of the classroom. Approachable Able to motivate and enthuse others Ability to act decisively Willingness to challenge others to produce positive outcomes. Committed to own CPD	



Therfield School

Our Benefits



Continued Professional Development

A comprehensive programme of CPD is available to all staff starting with a broad induction program for all new staff.

Our ECTs and SCITTs take part in a planned programme of training

We host an annual TeachMeet developing and sharing practice from across Surrey.



Career progression

We are committed to support the career development of all colleagues with programmes in place for aspiring middle and senior leaders.

We have a long standing record of career progression for colleagues



Financial

We offer competitive salaries at all levels, and fall within the London Fringe category. All staff have access to the Teacher's Pension or Local Government pension Scheme.



Community

We have a well-supported Staff Room Association which organises regular social events providing colleagues with the opportunity to mix outside of school.

We are proud to have a supportive and friendly staff group who will always go the extra mile for each other.

We have a fortnightly 'good practice' staff draw to celebrate achievements and build positive relationships.

As a member of the RFU we are allocated tickets for the 6 Nations and other major competitions, which are available for staff to purchase via a ballot.

We run a two week timetable with school finishing at 2.30pm every other Friday.



Family First

We are a supportive family centred school and adopt a policy where 'no one misses their child's nativity'

We have a comprehensive special leave policy which gives staff the opportunity to enjoy a successful work life balance



Location

Our school is within easy access to the M25 and bus and rail links. Leatherhead station, which is a 10 minute walk, is on the main lines from London Waterloo, Victoria, Guildford and Dorking.




Staff Welfare

We purchase a confidential Employee Assistance programme that is available to all staff 365 days a year and includes a team of trained wellbeing and counselling practitioners.

New staff have buddies assigned to be able to help them transition into the school and feel comfortable in the new surroundings.

We have a modern and fully equipped gym that is available for staff to use.



 Therfield School - Dilston Road - Leatherhead - Surrey - KT22 7NZ

 01372 818123

 enquiries@therfield.surrey.sch.uk

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 @TherfieldSchool