



Senior Leader for SEN

Magnus Church of England
Academy

September 2022

Welcome

Dear Colleague,

Thank you for your interest in applying for a position at Magnus Church of England Academy. We're really pleased you are considering working with us in a role that is key to our continued improvement and provides you with a leadership opportunity to make a real difference to the education and lives of our SEN students.

Magnus Church of England Academy is a mixed 11-18 academy in Newark, we are a partner school of the Diocese of Southwell and Nottingham Multi Academy Trust. We are a growing academy, with student numbers increasing year on year, and are therefore looking to expand staffing.

We set high expectations and aspirational targets for all our students, ensuring they make outstanding progress through our broad and balanced curriculum and Christian ethos. Magnus is on a mission to become an outstanding school and our most recent Ofsted (May 2019) praised and recognised the hard work of both staff and students in 'making a difference to pupils outcomes'. Our journey is not yet over, and you will need to have energy, enthusiasm and resilience to be the candidate we are looking for.

We have a great staff body that is supportive of one another and we have a great family feel. We are truly excited to be looking to gain a new team member. If you would to discuss this position informally at any stage, or arrange a visit, please feel free to get in touch. In the meantime, we very much look forward to receiving your application.

Yours faithfully,

Mr James Semmelroth
Head of School

Vision & Values

Our Vision

Develop people of good character who achieve excellence and make a positive contribution to their communities.

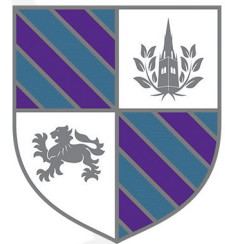
Our Mission

Our mission is to ensure that:

- students develop the knowledge, skills and character to live happy, healthy and successful lives
- all are included and work hard to fulfil their potential regardless of background or starting point
- student choices are not limited by self-belief, opportunity or circumstance.

This can be achieved at Magnus through world class learning, high expectations and through encouraging personal, moral and spiritual development within a Christian framework.

OUR CORE VALUES



DETERMINATION

Have the courage to work hard and keep going with a relentless drive to achieve excellence.

"Run in such a way that you may win." 1 Corinthians 9 v24

AMBITION

Have the belief and drive to succeed, placing no limits on what can be achieved.

"I can do all things through Christ who strengthens me."
Phillips 4 v13

COMPASSION

Comfort and support all those in need and offer grace to all in our community.

"Be like minded, be sympathetic, love one another, be compassionate and humble."
1 Peter 3 v8

INTEGRITY

Have the strength of character to choose honesty and truth at all times and be accountable for our actions.

"We are taking pains to do what is right not only in the eyes of the Lord but also in the eyes of man."
2 Corinthians 8 v21

HUMILITY

Recognise and respect the value of everyone and celebrate success together.

"Be completely humble and gentle; be patient, bearing with one another in love."
Ephesians 4 v2

Job Description

Job Title: Senior Leader for SEN

Salary: L2-8

Responsible to: Vice Principal

Post Objective:

- The Senior Leader for SEN will be a qualified SENCO or working towards the SENCO qualification.
- The key task of the SENCO is to ensure that Special Educational Needs provision is both efficiently and effectively managed. The range of responsibilities delegated to the SENCO with regard to provision and co-ordination is outlined below.
- It is expected that all legal and statutory requirements are met for students with SEN via the SENCO.
- The SENCO with the support of the Vice Principal and Governing Body, takes all responsibility for the day-to-day operation of provision made by the academy for pupils with SEN and provides professional guidance in the area of SEN in order to secure high quality teaching and the effective use of resources to bring about improved standards of achievement for all.
- To support with the development and promotion of the vision and values of the academy within a Christian framework.

Additional duties, responsibilities and key tasks in addition to that of a teacher (as outlined in the teacher job description):

- Lead on the day-to-day management, control and operation of SEN provision within the academy, including effective deployment of staff and physical resources.
- Lead on active monitoring and intervention of student progress, ensuring achievement through proactive intervention to support the progress of all vulnerable groups.
- Lead on the effective communication of SEND information to all staff to inform future planning and differentiation of work for all students and disseminate procedural information such as recommendations of the code of practice or the academy's own SEN policy.
- Lead on monitoring the quality of SEN provision by establishing effective systems to identify and meet the needs of students, whilst ensuring that the systems are coordinated, evaluated and regularly reviewed allowing opportunities for Teaching Assistants to review student provision.
- Lead on the creation and dissemination of appropriate reports to the inclusion panel for students accessing alternative provision including review meetings for students accessing alternative provision.
- Lead on the development of inclusion strategies which support good progression from each key stage including Sixth Form.
- Lead on the development of innovative and differentiated resources for our student behaviour centre.
- Lead on the writing and review of Individual educational plans for SEND and vulnerable students and arrange reviews at appropriate intervals.
- Lead on the engagement with the family of academies and Town SENCO in the moderation process which includes writing funding applications.
- Lead on the monitoring and evaluation of SEND provision in line with agreed academy procedures including evaluation against quality standards and performance criteria.
- Lead on the establishment and maintenance of clear improvement plans, milestones, targets and expectations in relation to standards, quality and achievement.
- Lead on sourcing placements and evaluating the effectiveness of provision for students taught out of mainstream lessons. This will include liaising with the safeguarding lead to ensure that students on placements are appropriately safeguarded.
- Support the Vice Principal to ensure that the objectives of the SEN policy are reflected in the academy improvement plan. Liaise with and coordinate the contribution of external agencies.
- Support the Vice Principal - Curriculum with the academy timetable in relation to alternative provision including nurture and foundation learning groups.
- To work closely with the Safeguarding Lead and Learning Mentors to ensure that all student needs are met through the wide range of provision available, including when redeployment of support staff when necessary.
- To undertake performance management reviews and to act as appraiser for staff within the SEND team.
- Support the pastoral role of the Head of Key Stage 3 and 4 to ensure all students are receiving the most appropriate provision through monitoring progress and behaviour data.

The responsibilities of the post may be reviewed and modified in light of the needs of the academy. Any changes of a permanent nature will be incorporated into the job description and will therefore be the subject of negotiation with the post holder.

Note: It is expected that all post holders at Magnus Academy take part in training opportunities provided as part of their continued professional development and that any gained time to be taken in lieu.

The post holder will also be expected to undertake any other tasks as reasonably required by the Executive Principal, Head of School, Governors or Trust Directors to ensure the efficient and effective operation of the academy.

Determination | Integrity | Ambition | Humility | Compassion

Person Specification

Category	Essential	Desirable
Qualification and Training	<ul style="list-style-type: none"> • Graduate • Qualified teacher status • Prepared to work work towards SENCO qualification 	<ul style="list-style-type: none"> • Completion of further study in preparation for leadership (for example NPQML) • SENCO Award • Experience at senior leadership level
Experience	<ul style="list-style-type: none"> • Ability to teach specialism KS3 and KS4 • Experience of teaching in a comprehensive setting • Outstanding classroom management skills • Track record of examination success 	<ul style="list-style-type: none"> • Ability to teach specialism to AS/ A2 level • Line management experience
Expertise	<ul style="list-style-type: none"> • Excellent classroom practitioner with the ability to produce effective schemes of work with outstanding classroom skills that lead to excellent outcomes • Excellent motivational and communication skills • Ability to prioritise workload and deadlines • Ability to use data to improve learning 	
Personal Attributes	<ul style="list-style-type: none"> • Ability to inspire, motivate and support • Evidence of being able to build and sustain positive relationships with children • A well reasoned educational philosophy in tune with the ethos of the school • Resilience and tenacity • Creativity, flexibility and innovative • To be hard working, positive, enthusiastic and personable with a sense of humour 	

Further Information

Why work for Magnus Church of England Academy?

- Rapidly improving school on a journey from 'Good' to 'Outstanding'
- Highly visible and supportive SLT
- Investment in leadership and career development
- Meaningful and exciting CPD that supports and develops all teaching staff
- No grading of lesson observations, a belief that everyone is always learning
- Rigorous and easy-to-use behaviour system
- Well behaved students who are polite, respectful and look smart
- Become part of the Magnus family – an enjoyable and rewarding working environment.

Application packs can be obtained from: www.magnusacademy.co.uk

Application Deadline: Tuesday 15th March - 9am

Get in touch

If you would like to discuss the position informally at any stage, or arrange a visit please feel free to get in touch by contacting Miss Madison Combellack (PA to Head of School), who will organise this for you.

Email: MCombellack@magnusacademy.co.uk.

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