

Kylanja T/A ADO Therapy

Job Definition



JOB TITLE: SENCO

8.45am-5.15pm Part Time/Term Time Minimum 3 days per week, up to 4 days per week

There is potential for the role to increase to a fifth day in the future, subject to commissioned placement numbers and operational requirements.

Reports To:	Head Therapeutic Services	Location:	Welling
		Version	1.3
		REF	KYLHRSENCO

This role will suit a child and adolescent mental health professional with experience of an education setting willing to learn and train further appropriate to the post.

ABOUT US

ADO Therapy is a small specialist and evolving private company providing interventions and therapy pathways into education for children, young people and adults with animals, wildlife and nature. We are a sister company to ADO River Valley which is a small special independent school on the same site specialising in SEMH and this role will also support the school students with interventions appropriate to their EHCP if and when required.

The young person referrals may have experienced trauma and/or abuse and be LAC. Presentations include anger, anxiety, depression, self-harm, suicidal ideation, LD, neurodiverse, behavioural issues.

PERSON SPECIFICATION

Reporting to the Head of Services, we are seeking an experienced SENCO to lead the Special Educational Needs provision across ADO Therapy's education programmes.

The successful candidate will take responsibility for coordinating SEND provision, ensuring that learners' Education, Health and Care Plans (EHCPs) are effectively implemented, monitored and reviewed whilst working collaboratively with families, schools, Local Authorities and external professionals.

The role will primarily support learners attending ADO Fusion, Re-engagement programmes and individual EOTAS packages (typically aged 13–25), alongside providing assisted activities / educational support for private 1:1 clients attending after-school sessions.

Where operationally required, the postholder may also support learners attending ADO River Valley Independent Special School.

Working within a small multidisciplinary team, the successful candidate will contribute to delivering personalised educational provision that enables children and young people to achieve positive educational, social and mental health in an innovative outdoor learning environment.

SENCO Duties:

- Lead and coordinate SEND provision across ADO Therapy.
- Ensure all EHCP requirements are implemented effectively within educational programmes.
- Lead and coordinate Annual Review meetings.
- Prepare, review and submit Annual Review documentation within statutory timescales.
- Monitor and review EHCP outcomes, ensuring provision remains appropriate to learners' needs.
- Develop, implement, review and monitor Individual Learning Plans (ILPs).
- Work collaboratively with education and therapeutic colleagues to ensure provision remains child-centred.
- Monitor learner progress and identify appropriate interventions to support positive outcomes.
- Maintain accurate educational records and statutory documentation.
- Provide advice and guidance to colleagues regarding SEND provision.
- Ensure educational provision complies with relevant legislation and statutory guidance.

Educational Responsibilities

- Plan, prepare and deliver engaging lessons and educational activities appropriate to learners' individual needs.
- Deliver high-quality 1:1 educational sessions during the school day and within the after-school provision.
- Adapt learning programmes to support a wide range of SEND, SEMH and neurodiverse learners.
- Support learners accessing Alternative Provision and EOTAS packages.
- Promote engagement, attendance and positive learning experiences.
- Monitor learner progress and contribute towards educational reporting.

Partnership Working

- Act as the primary point of contact for parents and carers regarding educational provision.
- Liaise effectively with Local Authorities, schools, social workers and other external professionals.
- Attend professional meetings, Annual Reviews and multi-agency meetings where required.
- Develop positive relationships with families to ensure collaborative working and effective communication.

Safeguarding

- Maintain an excellent understanding of safeguarding responsibilities within an educational setting.
- Identify, record and report safeguarding concerns in accordance with ADO's safeguarding procedures.
- Promote the welfare of children and young people at all times.
- Work in accordance with Keeping Children Safe in Education and all organisational safeguarding policies.

General Responsibilities

- Support the continued development of ADO's education provision.
- Contribute to quality assurance and continuous improvement initiatives.
- Maintain confidentiality and accurate record keeping.
- Complete risk assessments where appropriate.
- Work flexibly as part of a multidisciplinary team.
- Be willing to work outdoors throughout the year using the appropriate clothing and PPE.
- Be comfortable working within an environment that includes a variety of animals as part of ADO's specialist provision.

We are looking for an individual who meets all the following criteria:

Essential:

- Experience working as a SENCO or supporting SEND provision within an educational environment.
- Thorough understanding of the SEND Code of Practice and relevant education legislation.
- Experience coordinating and leading Annual Reviews.
- Experience reviewing, monitoring and updating EHCPs.
- Experience developing, implementing and reviewing Individual Learning Plans (ILPs).
- Experience planning, delivering and evaluating lessons for learners with SEND.
- Experience delivering individual educational support, including 1:1 interventions.
- Experience supporting learners accessing Alternative Provision and/or EOTAS.
- Experience working with children and young people with SEMH, Autism, ADHD and other neurodiverse needs.
- Experience liaising with Local Authorities, schools and multidisciplinary professionals.
- Experience acting as a key point of contact for parents and carers.
- Excellent written communication skills, including report writing.
- Strong organisational and time management skills.
- Ability to work collaboratively within a multidisciplinary team.
- Knowledge of safeguarding responsibilities and Keeping Children Safe in Education.
- Ability to complete educational risk assessments and contribute to behaviour support planning.
- Willingness to contribute to service development and continuous improvement.
- Resilience to work outdoors in all weather conditions and an understanding of the physical demands of working across ADO's 6.4-acre outdoor education site, including woodland, fields and areas of uneven terrain.
- High levels of emotional intelligence, empathy and resilience, with the ability to develop positive, trusting relationships whilst maintaining professional boundaries with children, young people, families and colleagues.
- Comfortable working on a site that includes animals (inc. reptiles and invertebrates) as part of the learning environment.
- Full UK driving licence with access to own vehicle.

The postholder must be willing to work outdoors in all weathers with the appropriate clothing and PPE footwear (walking boots, hiking boots, riding boots or similar outdoor boots that provide the required level of protection to support ankles and sole penetration)

Desirable:

- Qualified Teacher Status (QTS), PGCE or equivalent educational qualification or significant experience within a specialist SEND educational setting.
- National Award for SEN Coordination (or willingness to work towards if appropriate).
- Experience within an School, Alternative Provision or EOTAS setting.
- Experience supporting learners with complex SEMH needs.
- CBT training or qualification.
- Paediatric First Aid qualification.
- Bushcraft or Outdoor Education qualification or experience.
- Previous Designated Safeguarding Lead (DSL) experience or willingness to undertake DSL training should future operational requirements arise.

Supervision, Training and Development

You will be provided opportunities or will be expected to engage in CPD to maintain knowledge and are expected to contribute to service development.

We provide onsite managerial supervision from the Head of Services and regular remote/virtual supervision from the team psychotherapist.

In addition to the salary, we offer a range of benefits including wellbeing schemes, loyalty holiday scheme, training opportunities and a company pension scheme.

Please note: We undertake safeguarding checks on all our workers in accordance with our policies and the DfE statutory guidance 'Keeping Children Safe in Education'. As part of these checks, we require a current Enhanced DBS Disclosure for everyone working in our therapy provision. If you do not have a valid subscription to the DBS Update Service, we will require you to complete a new online portal DBS application as part of the registration process, at a cost to the employee and maintain the subscription to the update service annually.

Salary:

£14.90 - £20.00 per hour. Dependant on experience and qualifications.