



Oasis Academy Don Valley

SENDCo



Exceptional Education at the Heart of the Community

Dear Applicant,

Thank you for your interest in applying for the post of SENDCo at Oasis Academy Don Valley. I hope that you find the information provided helpful and welcome any further questions throughout your application process.

It is an exciting time to be joining Oasis Academy Don Valley as we expand our team in preparation for the growth of our Academy. As our new SENDCo you will play a central role supporting the Academy in developing systems, structures and routines across both our primary and secondary phases. Ensuring that children make good progress and all barriers to learning are removed.

We are looking to recruit a SENDCo with a passion for teaching and learning and to act as an advocate for all of our children with special educational needs holding a firm belief that all children can achieve. Ideally, you will have prior experience and expertise in supporting children with special educational needs to make good progress and of leadership in this area.

We invite applications from practitioners within both the primary and secondary sector as we see ourselves as a true through Academy with the successful candidate working across all phases of our Academy.

In this pack, you will find information on both Oasis Academy Don Valley and Oasis Community Learning as a multi-academy trust. I have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

Visits to the Academy are strongly encouraged as you will be able to meet with Senior Leaders from Oasis Academy Don Valley and get a feel for the academy and all we stand for. Please do get in touch with the Academy on 0114 2200 400 if you would like a tour of the Academy.

If you wish to apply for the position with us, please complete all sections of the Application Form, which can be found on our website www.oclcareers.org including the Equal Opportunities form.

Following the closing date, shortlisting will take place and applicants will be contacted. If you are invited to interview, we will provide further details nearer the time.

Thank you again for your interest in joining the Oasis family, and we hope to hear from you soon.

Yours sincerely,

James Pape
Principal, Oasis Academy Don Valley

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About Oasis

For over a decade Oasis Community Learning has been helping children and young people reach and realise their potential

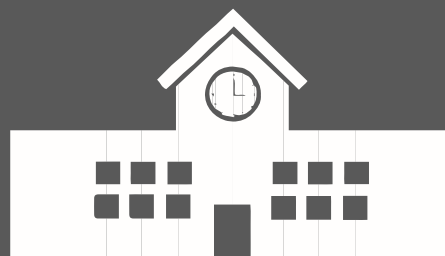
Born from the Oasis global charity, previously established in 1985 by Rev. Steve Chalke MBE, our first academy opened in 2004. It was Steve's vision to open a Academy that was inclusive of all and provided opportunity for the whole community. Since then we have grown as a family into 49 academies spread across the UK, each connected to a community Hub. We are proud to be one of the largest Multi-Academy Trusts in the UK.

We work in some of the most socially disadvantaged areas, but believe passionately in each of the communities we are based in. We are committed to helping every community realise its potential.

This is made possible by the outstanding people who work for us - leaders with vision, determination and drive to raise standards. In fact we are securing better education across the group and closing the gap for our disadvantaged students each day through exceptional teaching and support. In just two years our sustained improvement has seen the percentage of Ofsted inspected academies attaining 'Good' or better from 30% over 81%.



24, 000 students



49 Academies



Over 4500 Staff

Oasis' Vision

The over-arching vision of Oasis is for community - a place where everyone is included, making a contribution and reaching their potential. As well as delivering first-class, innovative education, Oasis seeks to build 'Hubs' in the areas it works; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and community.

Oasis Community Learning's vision is to create **'Exceptional Education at the Heart of the Community.'**

Our ethos is a part of everything we do. At Oasis, we look to employ people who not only share in our vision but are champions of our ethos.

The Oasis Ethos

The complex responsibilities of education are understood through the lens of Character, Competence and Community. These principles are intentionally developed and embedded in all of our Academies.

Together Oasis staff aspire to:

- Create safe, stimulating learning environments
- Increase progress and attainment to above national averages
- Provide teaching quality which secures good and accelerated progress for all students

A passion to include everyone

A desire to treat everyone equally, respecting differences

A commitment to healthy and open relationships

A deep sense of hope that things can change and be transformed

A sense of perseverance to keep going for the long haul



About the Academy

At our Academy our mission is simple, to provide all children with an exceptional education which is at the heart of our community. Within the Academy, we celebrate diversity and relentlessly focus on the attainment of all of our children.

We achieve this by having high expectations of behaviour, through focused routines, an unwavering focus on outcomes and by offering the very best teaching and support. At Oasis Academy Don Valley children learn, behave and are well mannered.

Our Academy is values driven and from the moment children join our academy family we expect them to live our values. In our academic culture children are focused on working hard and endeavour to do well, striving to be the very best version of themselves.

The Academy has gone from strength to strength since opening in September 2015 and we believe we are developing a strong reputation across our community. We are especially proud that this year we were the first choice Academy for 97% of our families.

The relationships we have with our parents and wider community are extremely important to us because it is only by working together that our children can achieve their social, emotional and academic potential. We understand that as a parent nothing is more important to you than ensuring that your children have the best chance in life. That is why keeping your children safe and challenging them to rise to our high expectations is our main priority. We all want to be proud of our children's achievements.

Our Academy mission is to:

***'Provide an exceptional education at the heart of the community,
which prepares our children to have a positive impact on the world'***

Oasis Academy Don Valley wants to be an integral part of our community. An Exceptional Academy involves the whole community. We are all part of the Academy family and look forward to getting to know you and working with you in the best interest of our children.



At Oasis Academy Don Valley, we are creating a thriving Academy that is at the heart of our community, committed to developing successful learners for the future, through delivering outstanding outcomes for all. Through this we will ensure that our learners' leave us prepared to have a positive impact on the world in their own unique way. We will aim to create an exciting, secure and happy environment, which provides opportunities for nurturing personal growth and fostering the development of enquiring minds.

Our Academy is a happy and vibrant place where expectations are high, everyone is valued and encouraged to be their very best. Our staff are passionate about achieving the very best for every child and we are committed to becoming an outstanding academy with inspirational teaching and learning an expectation.

Children, their families and our community play a large part as we celebrate each moment of our journey, so together we can feel proud of all that we achieve.

Our Values

- **Pride**
 - We endeavour to be proud of what we achieve
- **Respect**
 - We respect our similarities and our differences
- **Enthusiasm**
 - We approach everything we do with enthusiasm
- **Courage**
 - We approach every new opportunity with courage
- **Hope**
 - We maintain a deep sense of hope that the future can be transformed

Our Beliefs

- **Every Child**
 - All children can be successful, regardless of their background
- **No Excuses**
 - Adults – Teachers and other Academy staff, parents and carers are responsible for ensuring children achieve their potential
- **High Expectations**
 - Children, Staff, Academies and Communities will live up to the expectations placed upon them
- **Lead Learning**
 - The most important things that happen in a Academy happen in classrooms
- **No Islands**
 - When great Academies, Staff and Children work together, anything is possible



Job Description

POST: SENCo

RESPONSIBLE TO: Assistant Principal - Director of Inclusion

RESPONSIBLE FOR: Teaching staff and identified members of the Inclusion team.

SALARY: MPS/UPS + TLR1

LOCATION: Oasis Academy Don Valley

DISCLOSURE LEVEL: Enhanced

Purpose

To ensure that barriers to learning are removed so that all children at Oasis Academy Don Valley can make good progress. The strategic development and practical implementation of the Academy's SEND policy and overseeing the day-to-day operation of this policy so that every child identified as SEND makes good progress and achieves well.

Key Accountabilities

- ❖ Strategic development, evaluation and implementation of the Academy's SEND policy and provision and leading on the deployment of Academy resources
- ❖ Supporting all staff in identifying, assessing and planning to meet the needs of all students who are identified as SEND
- ❖ Making and organising specialist provision for students with recognised special educational needs
- ❖ Liaising with parents/carers and a range of specialists and agencies to plan and evaluate provision, including preparing and reviewing formal documentation on behalf of students
- ❖ Effective and efficient deployment of resources to meet the other accountabilities

Key Responsibilities

- ❖ Support all staff in understanding the needs of students with SEND and ensure the objectives to develop SEND provision and practice are appropriately reflected in the Academy development plan
- ❖ Monitor progress of objectives and targets for students with SEND from teachers' plans, evaluate the effectiveness of teaching and learning in relation to supporting special needs and use these analyses to guide future improvements
- ❖ Analyse and interpret relevant Academy, local and national data and advise the Principal on what is required to maximise achievement
- ❖ Liaise with staff, parents, external agencies and other Academy's to co-ordinate their contribution, provide maximum support and ensure continuity of provision
- ❖ Support the identification of and disseminate the most effective teaching approaches for students with SEND
- ❖ Work with the Principal and key Academy staff to develop effective ways of bridging barriers to learning for students with SEND through:
 - Early and effective assessment of needs
 - Monitoring of teaching, learning and pupil achievement within Academy systems
 - Liaising closely with members of the safeguarding team
 - Target setting, including provision and revision of plans
 - Using Academy systems to monitor progress of students who have special needs
- ❖ Collect and interpret specialist assessment data to inform practice
- ❖ Undertake day-to-day co-ordination of SEND students' provisions through close liaison with staff, parents and external agencies
- ❖ Provide professional guidance, support and development to staff to secure outstanding teaching for SEND students
- ❖ Contribute to the performance management process of teachers and members of the Inclusion team

- ❖ Advise on and contribute to the professional development of staff, including whole Academy INSET provision
- ❖ Provide regular information to the Academy Leadership Team and Academy Council on the evaluation of SEND provision
- ❖ Advise the Academy Leadership Team and Academy Council of priorities for expenditure and deployment of staff, and utilise resources with maximum efficiency
- ❖ Maintain and develop resources, co-ordinate their deployment and monitor their effectiveness in meeting the objectives of Academy and SEND policies
- ❖ Co-ordinate all annual and interim reviews and attend / chair meetings when necessary

Working with the community

- ❖ To form a fulfilling and trusting partnership with parents and carers that will actively and positively contribute to the successful education of their child.
- ❖ To liaise with local Primary partners in ensuring continuity of curriculum upon transfer as well as the spreading of good practice and expertise.

Other Duties

- ❖ The post holder will be subject to performance objectives agreed annually.
- ❖ The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal.
- ❖ To take on any whole Academy initiative or responsibility that the Principal may direct.
- ❖ The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for this role.

This Job Description and Person Specification may be renegotiated by the Principal if the Academy faces changing circumstances

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks. Oasis Academies exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our learners as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Person Specification - SENDCo

Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment, which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • A good honors degree • Evidence of a commitment to own professional development • Specific training/qualification in working with students with special needs • Good knowledge of Code of Practice and relevant regulations and requirements and current developments in this field 	<ul style="list-style-type: none"> • Relevant professional qualifications/ membership(s) • Training in assessment and evaluation of special needs and provision • Clear understanding of safeguarding procedures • SENCo qualification
Experience, Skills & Knowledge	<ul style="list-style-type: none"> • The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English. • Successful experience of: • Holding a position of responsibility • Involvement in Academy improvement initiatives • Making effective use of Assessment for Learning to engage students as partners in their learning • Leading a development within a team • Supporting the professional development of colleagues • Leading effective interventions designed to raise levels of attainment • Using assessment and attainment information to improve practice and raise standards • Using strategies to promote good student relationships and high attainment in an inclusive environment • An understanding of improving Literacy Strategies • Good understanding of the Ofsted inspection framework • An understanding of Emotional Literacy developments to support learning and teaching • An understanding of Health and Safety regulations affecting the curriculum area 	<ul style="list-style-type: none"> • Evidence of efficient use of resources and financial management • Prior experience in subject leadership • Use of Target setting, monitoring and evaluation to raise standards • Knowledge of current educational issues • Knowledge of strategies for raising attainment • Desire to play a wider role in Academy improvement • Ability of anticipate problems and solve them creatively • Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility • Experience of teaching across age and ability range • Experience of teaching and learning in classroom and in non-classroom contexts • Experience of planning provision (e.g. timetabling and staffing) • Successful experience in a mainstream school SEND role including the application process for children requiring an EHCP and support where appropriate and exam access arrangements

	<ul style="list-style-type: none"> • An enthusiastic and effective leader and manager • Excellent communication and presentation skills • Competent user of ICT • Competent co-ordinator and motivator • Ability to coach, mentor and deliver training to staff • Ability to assess the performance of others and respond appropriately • Ability to form and promote positive relationships with staff, students, parents, the local community and outside agencies • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Well-developed emotional intelligence 	
Personal Qualities	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced CRB checks. • Motivation to work with children and young people • Ability to form positive and productive relationships with students, colleagues, parents/carers and other stakeholders • Actively supports the Academy's aims • Active participation in Academy developments • Commitment to innovative curriculum development and partnership with other Academics and the wider community including business and industry links • A willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. 	

Safeguarding Children

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks and safeguarding training.

Senior members of staff are required to undertake Safer Recruitment in Education training. The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Regional Academies Director. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

All staff take an active role in the Academy's care and guidance of students.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for this role.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Vision for Education

Exceptional Education at the Heart of the Community

OASIS' AIMS:

Transform Lives - Every person matters and everyone is loved and valued.

Transform Learning - We have a passion for learning and we want everyone to achieve their full potential.

Transform Communities - We are committed to community development and the aim of all our work is to increase community cohesion locally, regionally, nationally and globally.

OASIS PHILOSOPHY OF EDUCATION

Our philosophy of education is underpinned by three important Hebrew principles: Inspirational Leadership, Deep Learning and Healthy Communities

Inspirational Leadership: Rabbi (my teacher; my guide; my role model; a term of respect)

Through personal example and strong relationships, all teachers are encouraged to be inspirational role models for their students. In this way, a teacher is not simply a purveyor of 'knowledge', dropping it into the minds of those they teach. Instead, they are communicating and bringing knowledge, wisdom and understanding through their words, actions and whole lives, helping students to reflect and think for themselves.

Deep Learning: Yada (to know; to see; to perceive; to understand; to experience; to have a relationship with) Gives students the opportunity to encounter and experience learning personally and relationally. It is never an abstract, theoretical or academic idea simply to be contemplated but, rather, primarily about gaining wisdom – the practical application of knowledge to every area of life. Life is not straightforward; learning from failure and mistakes and being resilient is an important part of it. It is hands-on learning throughout life which can only be obtained through on-going active, intentional engagement with it and with others.

Healthy Communities: Shalom (peace; completeness; nothing missing; nothing broken; well-being, wholeness) Seeks to ensure that every classroom encounter, each piece of curriculum planning, each assessment experience are all shaped, informed and delivered in the light of our desire for wholeness and well-being in the widest sense of the word; for everyone at every level of their lives – academically, vocationally, physically, spiritually, morally, socially, economically, environmentally and culturally.

THE OASIS OFFER

Underpinned by our values and beliefs, all our work is designed to ensure each student receives the very best educational offer. Oasis operates as a national family of Academies across four regions.

The regional teams provide standards leadership and a professional governance service.

The Oasis family of Academies is led by empowered, and empowering, resilient leaders who through deeply held beliefs and values always strive to make decisions in the best interests of the students and their communities.

Each Oasis Academy has its own identity and purpose and serves the local community by working with it to transform learning aspirations and opportunities.

As a family, Oasis Academies work interdependently, benefiting from sharing best practice and inspirational pedagogy. Leaders and teachers build understanding of what is needed to secure the best possible sustainable outcomes for all learners.

Each Oasis Academy is committed to enabling children and students to become effective, enthusiastic, independent learners committed to life-long development.

Each Oasis Academy is dedicated to the task of working continuously in pursuit of excellence across all aspects of its life and work.

