

THE LEARNING SUPPORT DEPARTMENT

The Learning Support Department is an integral part of our wider student support team and comprises a team of highly effective practitioners that has significant impact across the whole school. Our main priority is to maintain a positive and caring environment in the school where individual students of all abilities are encouraged to flourish. Support is provided for any student who, at any time, is identified as requiring additional or special provision to help him or her achieve success. When deciding whether special educational provision is required, we start with the desired outcomes, including expected progress and the views and the wishes of the pupil and their parents. This determines what support is needed and whether we can provide it by adapting our core offer, or whether something different or additional is needed. As much as possible we aim to be flexible and innovative in meeting the needs of our pupils.

At The Weald, 14% of our children are identified as having a Special Educational Need and/or Disability ('SEND Support') and 1% have EHCPs (Education, Health and Care Plans). Our school currently provides additional and/or different provision for a range of needs, including:

- Communication and interaction, for example, autistic spectrum condition and speech and language difficulties
- Cognition and learning, for example, dyslexia, dyspraxia and dyscalculia
- Social, emotional and mental health difficulties, for example, attention deficit hyperactivity disorder (ADHD), oppositional defiance, attachment difficulties, Tourette's and anxiety
- Sensory and/or physical needs, for example, visual impairments, hearing impairments, processing difficulties and epilepsy
- Students whose studies are impacted by their mental health including depression, anxiety and other conditions
- Moderate/severe/profound and multiple learning difficulties

The Learning Support Department is committed to offering an outstanding school experience which ensures the best possible progress for our students. All students are valued and encouraged to develop confidence in their abilities and strengths and to have high aspirations for themselves. The Learning Support Department promotes an ethos of positive partnership and co-production between our staff and our parents of our young people with SEND. The majority of children's' needs are met through quality first teaching with some withdrawal for literacy, numeracy and other support as required.

Our Learning Support Department consists of:

- The Director of Learning Support (SENDCo)
- The Inclusion Manager (the post holder has responsibility for some groups of students eg LACs, EAL, physical disability and students working in the Learning Support room. The post holder also has administrative roles within the Learning Support Department)
- A literacy tutor and a numeracy tutor who teach small targeted groups
- Nine teaching assistants who support pupils on a 1:1 basis or in small groups in and out of lessons
- A teaching assistant who leads 1:1 and small group intervention for social communication and emotional regulation
- A KS3 and a KS4 learning mentor
- A School Counsellor

The department has very good facilities, which we hope to expand and develop. These facilities include:

- A central room which acts as a teaching space and 'hub' for our work
- Several smaller meeting rooms which are used for intervention classes and 1:1 sessions
- A literacy classroom
- A numeracy classroom
- A suite of PCs
- Chromebooks for student use
- A wellbeing room

Deputy Director of Learning Support

This is a new post, that we have come to believe is essential to both the well-being and the academic success of a small, but significant minority of our students. These students, for a range of different reasons, struggle to access the current curriculum, particularly at Key Stage 4. As a school, we are passionately committed to inclusion, and the belief that every child has a right to a broad and balanced curriculum, but equally to an educational experience that prepares them for life beyond school and education. We are seeking a teacher who shares this vision and has the desire and drive to support these children.

We require an experienced, energetic and well qualified teacher to join our Learning Support department. The successful applicant needs to be able to deputise for the Director of Learning Support, have a track record of success teaching challenging students, and the ability to lead other professionals across the school in meeting the needs of our students. This expertise may have been gained solely through mainstream teaching and will equip the candidate for teaching groups of students with a range of learning needs, designing interventions, advising teaching staff and designing a relevant curriculum to support these students.

We seek a candidate with the following qualities:

- An interest in children both as individuals and in how they learn
- A strong commitment to inclusion and quality first teaching
- A willingness to initiate curriculum innovation
- Belief in the importance of teamwork and a collaborative approach
- The ability to build supportive working relationships with colleagues both within and outside the department
- A track record as an innovative and successful teacher
- The ability to relate well to students with additional needs
- The ability to work hard with competing deadlines, prioritising appropriately, and maintaining good humour
- The ambition to achieve qualifications linked to working with children with SEND
- Attention to detail and organisational skills

We would expect the candidate to have the following experience:

- Successful teaching experience working with challenging students in a mainstream context
- Ability to develop a curriculum which is sensitive to the needs of all students

The following would be desirable but not essential:

- Experience of working in a range of schools in varied contexts
- Experience of leadership within a school
- Experience of alternative curricula
- Experience of curriculum design
- Experience of literacy teaching
- SEND qualifications

We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to pre-employment checks including an enhanced Disclosure and Barring Service (DBS) check.