



Early Years Phase Lead and SENDCo AMB/763

An opportunity to make your
mark



Achieving more

CLOSING DATE; MIDNIGHT, Sunday 23rd May 2021

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Welcome from the Headteacher



Dear Candidate

Thank you for your interest in the role of Early Years Phase Lead and SENDCo at Ambler Primary School and Children's Centre.

Ambler is a unique provision committed to achieving the very best outcomes for children from 6 months to eleven years.

The school was recognised as Outstanding in 2016, and in January 2020 the Children's Centre was too!

Our motto is 'Achieving More', we are always looking towards what is next, and so we know the value of investing in staff training and development.



The successful candidate will be a part of a creative and hardworking team and will work aside colleagues to deliver all aspects of the curriculum in and out of the classroom. We actively encourage innovative and collaborative approaches to teaching and learning.

Ambler is an innovative, creative and ambitious place to work. We are a part of a very forward thinking collaborative of 23 schools called The Future Zone, which provides amazing opportunities for staff and pupils on various levels.

We are in a great location, with excellent transport links and in pre-covid (and hopefully again post-covid) we took full advantage of everything on our doorstep; with trips and visits that offer rich first-hand learning experiences for the children and great connections to our local community and organisations that can support the school.

I really hope that you will become as excited as we are about Ambler and you do apply.

Visits to the school are currently unavailable due to COVID restrictions however if you are short listed, a tour will be given as part of the interview process.

Looking forward to meeting you.

Juliet Benis
Headteacher



Why come to Ambler?

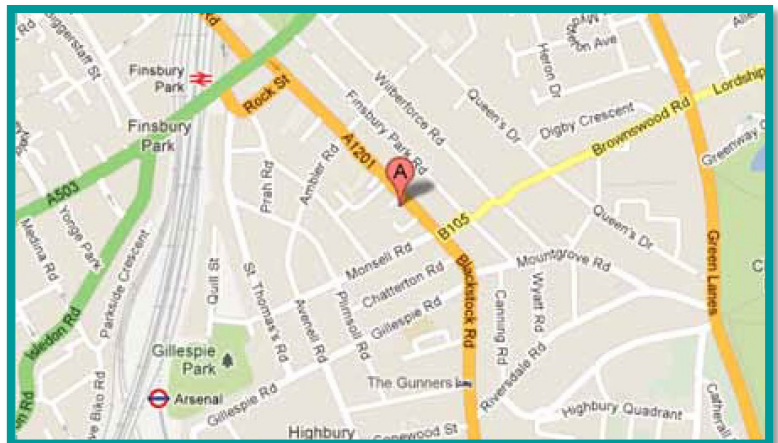
Information about the school

The Ambler provision of school and children's centre provides a seamless integrated service from pre-birth to the end of year 6. We have the privilege of working in a very rich and diverse community which includes many children and families from a range of backgrounds and cultures and this vibrant blend makes the Ambler community a unique and energising place to be.

Why come to Ambler?

- The prospect of growing as a professional across an outstanding school and an outstanding Children's Centre
- Chance to work with other schools within the Future Zone and the opportunities this brings
- A chance to make your mark within the school and Islington
- Opportunity to be an inspiring subject lead
- Enticing Inner London pay rates
- Engaging and highly motivated team
- Highly supportive staff and dedicated governors
- Further Professional Development
- Excellent location at the heart of Islington

**Ambler Primary School and
Children's Centre**
Blackstock Road
Islington
London
N4 2DR
Tel: 020 7226 4708



Ofsted Report

For the latest reports on Ambler Primary School and Children's Centre, please [click here](#).

School Website

Ambler Primary School and Children's Centre website is <http://ambler.islington.sch.uk>.

Islington

Further information about Islington borough is available at www.islington.gov.uk

Our Values



Determination



Resilience



Enthusiasm



Ambition



Motivation



Self-belief

Determination

You can show determination by:

- Trying your best
- Working hard in anything you find difficult
- Focusing on specific steps or targets
- Breaking your goal down into small steps
- Taking one step at a time if necessary
- Accepting that some goals require hard work
- Being persistent and tenacious

Resilience

You can show resilience by:

- Never giving up
- Persevering when working towards your goal
- Trying to achieve your personal best
- Overcoming the fear of failure
- Keep on going even when it gets tough
- Having the ability to problem solve
- Bouncing back from obstacles

Enthusiasm

You can show enthusiasm by:

- Putting all your energy into anything you do
- Being passionate about what you are doing
- Supporting and encouraging others
- Showing positive body language: smiling
- Taking a keen interest in any task even though it may seem difficult
- Participating positively in all activities

Ambition

You can show ambition by:

- Identifying and aiming for a goal
- Knowing the steps to achieving your goal
- Pushing and extending yourself
- Believing that nothing is impossible
- Keeping focused on the 'big picture'
- Articulating your ambition and your progress
- Knowing there are different routes to success

Motivation

You can show motivation by:

- Being prepared to work hard
- Dealing with failure or setbacks positively
- Really wanting to achieve success
- Understanding why you are doing something
- Being driven and keen
- Accepting and understanding constructive criticism
- Being aware of your own areas of development

Self-belief

You can show self-belief by:

- Showing bravery
- Taking risks and trying new things
- Recognising what you are good at
- Having confidence that you will achieve
- Saying 'I can do this!'
- Visualising yourself succeeding
- Learning from your mistakes

Early Years Phase Lead and SENDCo

Required for September 2021

Salary: Main Pay Scale – Upper Pay Scale plus TLR

Actual Salary: £32,157 - £50,935 plus TLR

Working Pattern: Full Time 32.5 hours per week

Contract Type: Permanent

Suitability: Not suitable for NQTs

Ambler Primary School and Children's Centre needs a new Early Years Leader & SENDCo to join their dynamic, bright and hardworking team at this outstanding and fantastic school from September 2021.

QTS is essential with teaching experience.

Our new EYFS Lead and SENCo will be:

- An outstanding classroom practitioner committed to working in a child-centred setting
- Have an excellent understanding of child development and a passion for best practice
- A teacher who is able to work well as a member of an excellent teaching team
- A reflective and resourceful practitioner who is keen to make the practice of the centre the best it can be
- A solution focused and positive teacher who is ready to take the next step in their career within a supportive setting

The successful candidate will have the opportunity to:

- Gain invaluable career experience in an 'Outstanding' school working alongside a range of professionals
- Benefit from bespoke training and CPD to ensure you reach your potential.
- Join the Children's Centre Leadership team, a dynamic and creative team, committed to achieving the very highest standards
- Work in a positive and supportive environment
- Grow within Ambler, with opportunities for training and career progression

Further details:

Visits to the school are currently unavailable due to COVID restrictions however if you are short listed, a tour will be given as part of the interview process.

Closing date: Midnight, Sunday 23rd May 2021

Shortlisting: Monday 24th May 2021

Interviews: Thursday 27th May 2021

Please apply online at www.islington.gov.uk/jobs. If you need any assistance, please email the Education HR team at schoolsrecruitment@islington.gov.uk quoting reference: **AMB/763**.

Ambler Primary School and Children's Centre is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment; an enhanced DBS (Disclosure and Barring Service) check with barred list check will be required. Also, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations, the successful applicant will be required to declare.

Job Description

School: Ambler Primary School and Children's Centre

Position: Early Years Phase Lead and SENDCo

Grade: Main Pay Scale – Upper Pay Range plus TLR

Department: Ambler Primary School and Children's Centre

Managed by: Children's Centre Lead



In addition to the responsibilities of Class Teacher, as set out by the Class Teacher job description and the school teachers' pay and conditions document, the holder of this post is expected to carry out the professional duties of a TLR post holder with the responsibilities as described below, as circumstances may require and in accordance with the school's policies under the direction of the Headteacher.

PURPOSE OF THE POST

- To lead the staff across the phase to achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for all pupils
- To lead on the development of SEND provision across the Early Years, to ensure effective inclusion for children with special educational needs and disabilities (with the support of, and under the direction of the Headteacher, Inclusion Lead and CC Lead)
- To play a key role in the strategic direction and development of SEN Provision in the School (with the support of, and under the direction of the Headteacher and Inclusion Lead)
- To promote the vision, culture and ethos of the school

MAIN DUTIES AND AREAS OF RESPONSIBILITY

Early Years Phase Leader

Leading, developing and enhancing the teaching practice of others:

- Provide an excellent role model for pupils and for staff, by classroom practice that sets a standard for other teachers to emulate
- Lead staff in planning, teaching and evaluation of teaching to raise standards – both formally and informally
- Provide guidance to staff in marking and assessment for learning and standards expected
- Work with the teachers to promote best and innovative practice to enrich the range of teaching and learning styles in the school
- To support colleagues to create a stimulating environment for learning
- Lead high quality CPD
- Contribute to appraisal

Leadership Responsibilities

- Lead and manage staff in the phase
- To enable all teachers to achieve expertise in planning and teaching through example, support and by leading or providing high quality professional development opportunities
- Organise regular phase meetings to ensure good communication and consistency in practice
- Update teachers of changes to school policy and ensure they are implemented
- Organise materials for, and co-ordinate Assessment weeks
- Liaise closely with support staff and other professionals so that they are able to make a significant contribution to teaching and learning in the phase
- Liaise with staff to ensure smooth transition from one phase to another, including co-ordination of the 'handover' of relevant documents
- Induct, support and monitor new staff within the Phase
- Assessment and Monitoring
- Ensure that planning, assessment, target setting, recording and reporting systems are implemented in line with school policy
- Provide feedback to teachers and disseminate examples of excellent planning and teaching
- Organise and lead meetings with staff to ensure continuity and progression of pupils' learning is maintained across the phase
- Monitor standards within the phase, analysing data from school tracking systems, and use this information to action required support – including setting targets for continuous improvement

Early Years SENDCo

- Support all staff in understanding the needs of SEND pupils and ensure the objectives to develop SEND are reflected in the school development plan
- Ensure that awareness of SEND issues is maintained across all of the teaching and support staff
- Provide and arrange high quality CPD opportunities for staff
- Monitor progress of objectives and targets for pupils with SEN from teachers' plans, evaluate the effectiveness of teaching and learning
- Observe children and staff within the classroom environment in order to identify needs, monitor provision and provide support (this may be through leading targeted interventions)
- Monitor the quality of SEND support delivered both by teachers and teaching assistants
- Build relationships with parents to identify and support children with SEND, an Education, Health and Care Plan (EHCP) as well as wellbeing needs
- Support and maintain the SEND register of pupils
- Keeping all paperwork including records and policies, up to date and actioned, as appropriate
- Secure additional funding for children with additional needs as appropriate and in a timely manner

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- Liaise with staff, parents, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision
 - Manage and supervise the work of support staff

General

- Safeguard the health and safety of self and others in accordance with the school's Health and Safety Policy
- Undertake decision making and policy development across the school
- Lead team in ensuring effective communication with parents/carers, SLT, governors, school and wider community
- Attend and contribute to SLT meetings
- Promote good behaviour around the school and support colleagues in promoting good behaviour
- Show a commitment to work outside directed time when required
- Contribute to the vision and activities of the School
- Contribute to and provide evidence for the SEF
- Contribute and lead on specific areas of the School Improvement Plan
- Implement and develop key initiatives across the school as required
- Engage in continued professional development, including whole school programmes of INSET and individual training, which regularly updates relevant personal skills and knowledge

Equal Opportunity

The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the school evolve.

Person Specification

The person specification outline the skills, knowledge and experience required to carry out the job. It has been used to frame the advert and will be used to select candidates for this post.

You should demonstrate on your application form how you meet each of the following criteria. Please ensure that your address each criteria as this will be used to assess your suitability for the post.

POST TITLE	Early Years Phase Lead and SENDCo
GRADE	Main Scale to Upper Pay Range plus TLR
DEPARTMENT	Ambler Primary School

REQUIREMENTS		
Education and Experience		*A/I/T
E1	Qualified Teacher Status	A/I
E2	Has completed the NASENCo Qualification (or is prepared to complete this within the first year)	A/I
E4	Has Early Years and Teaching experience	A/I
E3	Can demonstrate evidence of successful leadership and management experience	A/I
E4	Has experience of meeting the needs of all children, including those with learning, behavioral and emotional needs	A/I
E5	Evidence of continuing and recent professional development relevant to the post	A/I
D1	Experience of working with children 0-3 years	A/I
Knowledge, Skills and Ability		
E6	Ability and willingness to promote the school's aims and the positive culture and ethos	A/I
E7	Proven experience of raising standards for all pupils, including underachieving pupils including good understanding and use of assessment, including target setting and tracking	A/I
E8	The knowledge and understanding of current theory and best practice in learning and teaching in the early years	A/I
E9	Experience of promoting positive behaviour conducive to learning, focused on raising standards	A/I
E10	Clear understanding of data analysis and the important impact this can have on achievement and attainment	A/I
E11	Able to develop others through the delivery of high quality CPD and support	A/I
E12	Knowledge of relevant legislation, in particular the SEN Code of Practice equal opportunities and disability discrimination legislation and how these apply to pupils with EHCPs as well as those without	A/I
E13	Knowledge of the range and type of interventions available and be able to appropriately apply these in the context of the school's resources and the individual child	A/I

E14	Knowledge of current educational issues and their relationship to inclusion	A/I
E15	Has excellent subject knowledge and is able to use this to develop and innovate the school curriculum	A/I
E16	Good understanding of the role of parents and the community in school improvement and how this can be practised and developed	A/I
E17	Excellent written and oral communication skills	A/I
E18	Understanding of the importance of appropriate information sharing and confidentiality in supporting children's and families well-being	A/I
E19	Ability to form and maintain appropriate relationships with children and young people	A/I
E20	To promote the safeguarding of children	A/I
Personal Qualities and Abilities		
E21	Ability to create and maintain a positive team spirit delegating, negotiating and challenging where necessary with sensitivity	A/I
E22	Is approachable and can demonstrate excellent interpersonal skill	A/I
E23	Can demonstrate a personal commitment to the inclusion and wellbeing of all pupils	A/I
E24	Able to lead 'change' effectively and sensitively	A/I
E25	Is resilient, and can demonstrate an ability to work well under pressure	A/I
E26	Is reflective practitioner with a solution-focused mindset and a determined "no-excuses" approach to raising standard	A/I
Commitment to Equal Opportunities		
E27	An ability to bring a lively, creative, good-humored approach to their work	A/I
E28	Ability to adhere to the Council's Dignity for All policy	A/I
E29	Understanding of equality of opportunity issues and how they can be effectively addressed in schools	A/I
Special Requirements of the Post		
E30	This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service formally known as the Criminal Records Bureau (CRB)	E
E = Essential D= Desirable		
*Assessed by: A = Application I = Interview T = Test		

Details of Selection Process

Application deadline

Completed application forms must be received by Midnight, Sunday 23rd May 2021.

Apply online at www.islington.gov.uk, following the jobs link.

Please note that application forms should not be returned to the school.

If you need any assistance, please email the Schools' HR Team at schoolsrecruitment@islington.gov.uk quoting job ref: **AMB/763**.

Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

Visits

Visits to the school are currently unavailable due to COVID restrictions however if you are short listed, a tour will be given as part of the interview process.

The selection process will be a combination of tasks, activities, assessment tools and interview. Further information will be provided to the candidates shortlisted for interview.

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Call **020 7226 4708** or email childrenscentre@ambler.islington.sch.uk.

