



SOUTH MOLTON
COMMUNITY COLLEGE
supporting success



CANDIDATE PACK

Assistant Headteacher

required to be SENDCo & DSL

Pay range L11 - 14

APPLICATION DEADLINE: 9:30am FRIDAY 13th OCTOBER 2023

READY RESILIENT RESPECTFUL

Dear Candidate,

Thank you for your interest in the role of Assistant Headteacher (SENDCo & DSL) with us at South Molton Community College.



As a pivotal member of our team, you will play a huge role in building on the existing department profile and promoting a positive and progressive SEND and Safeguarding provision with Inclusion, in order to achieve the best possible outcomes for our students.

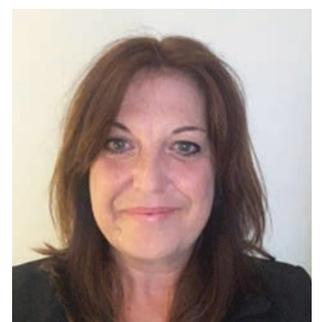
Our school is a popular and successful school, committed to caring for our students, as well as educating them. We place huge emphasis on values such as self-discipline, good behaviour, uniform, teamwork and co-operation.

The leadership feel very privileged to lead a dedicated, talented and experienced staff team who strive to ensure that our students fulfill their potential.

We look forward to receiving applications from high-calibre, motivated people who share our vision and values.

Please visit our website:

<https://www.smcc.devon.sch.uk>



Rachel Harper
Principal



OUR VALUES

As a school, we have a commitment to uphold and work within the values and ethos of co-operative schools. These values are self-help, self-responsibility, democracy, equality and solidarity and underpin our ethos which is based on honesty, openness, social responsibility and caring for others.

Our last Ofsted Report:

'The behaviour of pupils is good. They show very positive attitudes to learning. Pupils' conduct around the school is particularly impressive'

DCC Report:

'Relationships are good between teachers and students and this leads to a positive learning climate'

OUR AIMS

- to offer excellent and very effective Teaching & Learning that makes the classroom a place of high expectations, challenge and progress.
- to inspire students to become independent thinkers who will follow and realise their aspirations.
- to see teachers and students as active partners in learning.
- to equip students to contribute to wider society.
- to develop a growth mindset in all members of the school community.
- to encourage student confidence, self-belief and respect.
- to create an inclusive school community.
- to prepare students for adult life, recognising that learning is lifelong.
- to develop and appreciate the skills and abilities of all staff.
- to have high expectations of students, staff, parents & carers, fostering effective home-school partnerships.

'In 2018 our students obtained the best Progress 8 score in Devon for a maintained school. This high standard was replicated in 2019'

ROLE DESCRIPTION



Assistant Headteacher (SENDCo & DSL)

AN EXCEPTIONAL INDIVIDUAL & PROGRESSIVE THINKER REQUIRED TO JOIN OUR TEAM

Permanent - Full Time

Pay Range: L11 - 14

**A relocation package may also be available
(role is likely to be non-teaching)**

We are looking to appoint an exceptional Senior Leader who is an existing SENDCo or would be willing to complete the appropriate qualification. The post-holder will also be the college's Designated Safeguarding Lead (DSL) as defined in KCSIE.

The role will involve providing effective leadership and direction across these two critical functions, whilst at the same time ensuring there is cohesion and joined up collaboration with colleagues working in the Pastoral and Behavioural departments.

The ideal candidate will be someone who is able to build strong relationships at pace with new and existing stakeholders and promote positive and progressive SENDCo and Safeguarding practice to support the welfare of children and the delivery of an excellent education provision. Managing Inclusion will also be a feature of this role.

The post-holder will ensure that all vulnerable students with EHCPs are catered for with the right level of support in order to thrive in school.

Communication with multiple agencies and the local authority will also be required, along with applying for new funding and EHCPs for any newly diagnosed students.

Regular communication with the senior leadership team and all other staff groups is a big part of the job, and regular reviews on progress and conclusions on what needs to be altered make up a reoccurring task in the role. Students are regularly being diagnosed with some form of SEMH or being diagnosed with autism and or ADHD.

This role requires the highest standards of personal conduct, a calm and approachable manner, and the ability to work collaboratively with others.

Applicants must hold qualified teacher status and have SENDCo qualification (or be willing to work towards this).

ROLE DESCRIPTION

SENDCo

Provide strategic leadership of the SEND department and to the wider school on related matters:

- Promote, monitor and support student learning and be responsible for the progress of students with Special Educational Needs and Disabilities.
- Liaise with the Assistant SENDCo and be responsible for leading, managing and developing staff in the SEND department.
- Raise standards of student attainment and attitudes to learning of students with Special Educational Needs and Disabilities.
- Ensure effective coordination of all aspects of Special Educational Needs and Disabilities Provision.
- Maintain the school's register of SEND pupils and collate and update related records, ensuring they are available for reference with due consideration for confidentiality.
- The post holders will need to be highly adaptable, resilient and inclusive whilst demonstrating confidence and calmness when working under pressure.

Designated Safeguarding Lead

Take the lead responsibility for safeguarding and child protection across the school:

- **Managing referrals:**
 - refer cases of suspected abuse and neglect or radicalisation concerns
 - support staff who make referrals
 - refer cases to the police where a crime may have been committed
- **Working with staff & other agencies:**
 - act as a source of support, advice and expertise for staff and as a contact with safeguarding partners
 - inform the headteacher of safeguarding issues and police investigations
 - liaise with staff on matters of safety, safeguarding and welfare
 - promote supportive engagement with parents and carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances
 - work with the headteacher and relevant strategic leads, taking responsibility for promoting educational outcomes
 - liaise with MASH and LADO as required
- **Managing the child protection file:**
 - ensure all child protection working files are kept up to date, confidential and secure
 - for leavers and in-year transfers, ensure child protection files and any additional information are securely transferred within timescales set out in KCSIE
- **Raising awareness:**
 - ensure all staff have access to, and understands the school's child protection policy and procedures, including new & part-time staff
 - work with the governing body to ensure child protection policy is reviewed annually, and procedures and implementation are updated and reviewed regularly
 - ensure the child protection policy is available publicly and parents are aware of this and the role of the school within it
 - devise and deliver whole school safeguarding training

OUR SCHOOL

Central to all that we do is our sense of community. We aim to establish a setting where good relationships develop and there is equality for all.

We instill in our stakeholders the fundamental British Values that support a cohesive society.

Whilst our school has a high academic record, we are also proud of our vibrant and well supported house system, enrichment and extra-curricular activities which provide opportunities in sport, art, music, drama and many other activities.



WHY NORTH DEVON?



It's great to be able to make a real difference in one of the most beautiful parts of the country and the truly wonderful diversity in landscape and activities certainly helps to achieve a better work life balance.

From rugged, open moorland with it's rivers, hill ranges and forests, to the sweeping, sandy beaches that offer great opportunities for surfing, paddlboarding or just a great day by the sea (we boast the beach ranked 4th best in the whole of Europe)!

Exeter & Plymouth offer great shopping and cultural experiences and transport links are great too, with easy access to the M5, train links getting you to London in 2.5 hours and an international airport at Exeter.

**North Devon offers
something for
everyone!**



The closing date for receipt of applications is 9.30am on Friday 13th October 2023.

Arrangements for the selection process are to be confirmed.

For further details and an application form visit the vacancies section on our website:
www.smcc.devon.sch.uk

For an informal discussion, please contact Mr Simon Walker, Business Manager, on
01769 572129 or 07881 821173, or e-mail: recruitment@smcc.devon.sch.uk
To apply, please send your completed application form to: recruitment@smcc.devon.sch.uk

We are committed to safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. You will be required to undergo an enhanced DBS check.

School Address: South Molton Community College, Old Alswear Road, South Molton, Devon, EX36 4LA



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