Assistant Headteacher – Pastoral Lead & SENDCo

**Fenton Grange School:**

**Salary: £42,000 DOE** **Contract type:**Full Time – 40 Hours Per week. 39 weeks/ 13 weeks holiday.

**Contract term:**Permanent

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**Purpose of the role**

As Assistant Headteacher – Pastoral Lead & SENDCo, you’ll take the lead in enabling the team at Fenton Grange School to meet our young peoples’ emotional needs. Our young people have challenging complex emotional and behavioural needs [Social, Emotional and Mental Health] as a result of CSE traumas and need more support than most. You’ll make sure they get it by applying high standards of care. It means working with families and developing pastoral support programs for each individual young person. With careful assessment and planning, you’ll create a positive learning environment where every young person can reach their personal best.

With experience working with young people with SEMH needs within a school you will understand our young people’s developmental needs and what pastoral care entails. A good listener who can motivate the team, you inspire young people to achieve. Flexibility, good organisational skills and the ability to successfully manage a team means you’ll be an asset to Fenton Grange School. An important element of the role is to review information to identify trends early to effectively support our young person to engage more positively in their education.

You must also have knowledge of the SEN Code of Practice and hold or are willing to work towards a SENDCo qualification. You will be responsible for ensuring each young person at Fenton Grange School has all the support they require to be able to access the broad and balanced curriculum at Fenton Grange School. You will also be able to support all staff with resources, strategies and techniques to enable them to effective enhance the learning of all students at Fenton Grange School.

The Assistant Headteacher - Pastoral Lead & SENDCo, will be a visible presence across Fenton Grange School, supporting our teams through observing practise and modelling ‘how to’ they’ll provide real-time mentoring and can identify emerging training needs. They’ll be a key influence in supporting us on our journey to outstanding in every area we operate.

We are a learning environment and we require a team who can grow with us. We are a therapeutic provision and our therapeutic Assistant Headteacher - Pastoral Lead & SENDCo will be an example to lead and facilitate this by working holistically.

The Assistant Headteacher - Pastoral Lead & SENDCo, works within our leadership team and will build strong relationship with the Head Teacher. They will support the school to continue to further develop our excellent culture through stimulating conversation and ambitious action.

The successful candidate will be calm and sensitive at times of potential dysregulation and they will be experienced in de-escalation, having a working and practical knowledge of key theories and frameworks of interventions which will emotionally support our young people. Their motivation is likely to arise from a passionate desire to improve the quality-of-life for our young people.

The Assistant Headteacher - Pastoral Lead & SENDCo, will enable our team to recognise the impact of traumatic experiences for a child and how this can be a barrier to forming secure attachments that enable young people to engage with their education and active lives.

**Assistant Headteacher - Pastoral Lead Responsibilities:**

* Coordination of work to implement interventions. Although this is not a clinical position, it is a vital link between clinicians and our clinical informed approach.
* Writing, reviewing and updating Risk Assessments and Behaviour Support Plans
* Support for young people’s positive behaviour.
* Planning and support in cases where young people experience crisis
* Development and delivery of training to meet training needs analysis regarding supportive interventions and positive behaviour support
* Staff debrief following any incidents and learnings are recorded and embedded
* Review of incidents through reporting that is completed, processing the reports and provide monthly analysis and annual review
* SEMH Intervention Lead
* SEMH/PSHE Teaching/ Intervention duties as confirmed with Head Teacher.

**In addition, the post holder is expected to:**

* Support the process of assessing potential new placements
* Support wider management function such as conducting management investigations if required
* Ensure safeguarding policies are fully implemented in their work and take on the role of DDSL.
* Work flexibly and plan to ensure support across Fenton Grange School when and where it is needed

A key to delivering the best quality services for our young people is the ongoing training and therapeutic support our staff receive.

* Attend national therapeutic conferences to continue to develop your theoretical knowledge.
* As Care and Education Services continue to expand and develop there are excellent opportunities for career progression.
* Annual performance reviews with opportunity for development and salary increase
* Induction tailored to your journey to us and with us
* Extensive training and professional qualification opportunities
* The chance to be part of an expanding, national organisation that recognises skill, effort and potential and grows its own leadership teams

**Requirements - Essential**

* Experience of a therapeutic educational or residential environment
* Experience of working within a multi-agency approach
* Experience of working with children who may have social care involvement
* Experience delivering training and/or leadership and small team management
* Strong understanding of attachment and loss
* Evidence of therapeutic training/qualifications
* Psychological/counselling courses attended it desirable
* Active, energetic, creative, outgoing and empathetic character.
* Full driving licence
* Experience of group work with young people
* Experience of assessment in intervention
* Understanding responsibilities in protecting their own health, safety and wellbeing and that of their other colleagues and others.

**Requirements – Desirable**

* SENDCo Qualification, however if the applicant does not hold this, they must be willing to work towards the SENDCo qualification.

**Cambian is an Equal Opportunities Employer. Cambian is committed to Safeguarding and protecting the young people and service users within our care. All candidates will be subject to an enhanced DBS check and reference checks.**