

# SENCO

Thistley Hough Academy  
September 2019



**THISTLEY  
HOUGH  
ACADEMY**  
*Creative  
Education  
Trust*



## Dear Colleague

**Thank you for your interest in the role of SENCO at Thistley Hough Academy.**

Thistley Hough Academy joined the Creative Education Trust in September 2013 and has been on a journey to now become one of Stoke-on-Trent's most improved schools.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Thistley Hough Academy we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling every student to be successful, responsible, resilient, confident and skilled young people.

We believe every student is entitled to outstanding educational provision. In the City of Stoke-on-Trent there has been a legacy of underachievement, and continually improving learning standards provides a crucial passport to future success.

We were delighted to be awarded a 'good' with 'outstanding features' judgement from Ofsted in March 2017 and are firmly committed to become graded as 'outstanding' through a rigorous and continuous programme of educational improvement.

At the heart of everything we do is a desire to create learners who are articulate, creative, resourceful and independent with a strong moral purpose. We aim to cultivate independent learners who make connections, who strive for academic success and for personal achievement.

As well as academic excellence, we encourage pride, respect and commitment, which has become a mantra throughout the Academy. Thanks to our high standards of behaviour our staff are free to teach, and our students can develop a lifelong love of learning in a caring supportive environment.

We raise aspirations through a knowledge connected curriculum, based on a sequence of learning aimed at developing the knowledge and thinking of all our students. This is achieved through a tailored curriculum, outstanding pastoral care, and an extraordinary range of extra-curricular activities which are the cornerstones of our academy.

**We are looking for an ambitious, experienced, committed and dynamic individual to join our team. You must believe passionately in making a difference to the life of every student, and in return you will be rewarded with a highly competitive career package.**

**I look forward to receiving your application.**

Yours sincerely,

**Jayne Schofield**

**Principal**

**“We believe every student is entitled to outstanding educational provision”**

You can find out more at:  
**[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)**

# ABOUT CREATIVE EDUCATION TRUST

**Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.**

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

## Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



## We are achieving our aims through:

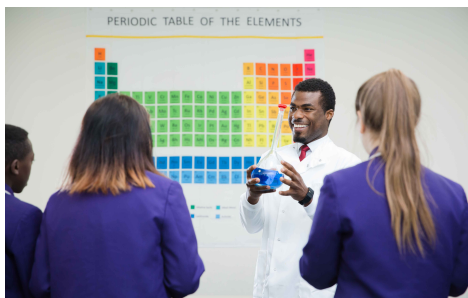
- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

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# ABOUT THISTLEY HOUGH ACADEMY



Thistley Hough Academy is a mixed school catering for students aged 11-16 located in the village of Penkhull, Stoke-on-Trent.

The Academy joined the Creative Education Trust in September 2013 and is now one of Stoke-on-Trent's most improved schools and is graded as Ofsted 'good'.

With strong pastoral support for both staff and students, coupled with a broad range of co-curricular activities, Thistley Hough Academy offers a supportive learning community where you can reach your full potential.

## MORE ABOUT THISTLEY HOUGH ACADEMY

- £15m state-of-the-art building and facilities
- Rated 'Good' by Ofsted with 'outstanding features'
- Winner of the Happiest School Award 2018
- TES Community and Collaboration Award 2018 – shortlisted
- Dedicated staff CPD programme & wellbeing group
- Training and mentoring opportunities through the Creative Education Trust



## Summary of Thistley Hough Academy's Progress Scores in 2017:

- Progress 8 score: **+0.13**
- Attainment 8 score: **43.1**
- Pupils entering EBacc: **30%**
- Staying in Education or entering employment: **93%**



To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/thistley-hough-academy>

# SUPPORT FOR OUR STAFF

Our staff are dynamic individuals who believe passionately in making a difference to every student, and we are committed to providing them with the highest quality support and opportunities to increase their skills and progress.

Personal and professional development is supported through our 'Growing Our Own' model of bespoke continuous professional development which enables professional learning pathways for individuals, departments and groups of staff.



## OUR 'GROWING OUR OWN' MODEL

- DfE pilot project for Early Careers offering staff within the first 4 years of their career, additional protected time and bespoke coaching from middle leaders to continue their professional development following initial teacher training.
- Coaching entitlement at all career levels including mindfulness coaching.
- Undertake externally recognised accredited training e.g. for aspiring middle and senior leaders NPQML, NPQSL etc.
- Leadership secondment opportunities.
- Subject specific development - exam specification training, teacher subject specialist training etc.
- Access to cross-trust learning support - focus groups, year-specific forums etc.
- Weekly professional development entitlement – dedicated 2 hours for activities including research action groups, departmental specific development etc.



Staff well-being and work/life balance are central to the success of our academy. We openly consult with staff over changes which impact on their working day, and actively encourage participation in our staff wellbeing group.

### You will find an academy that:

- Provides strong and effective leadership at all levels.
- Fosters and develops a strong team ethos among all its staff.
- Is highly supportive and values and develops people.
- Is forward thinking and outwardly facing.
- Is committed to developing staff and student leadership skills.
- Encourages wider participation in local and national agendas.
- Offers an exceptionally supportive Academy Council and local community.
- A staff wellbeing group to ensure their views are represented at senior leadership team meetings. Activities such as staff sports days, walking groups and staff yoga classes are actively encouraged and supported.



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# SENCO JOB DESCRIPTION AND PERSON SPECIFICATION

## LOCATION

Thistley Hough Academy, Stoke-on-Trent

## SALARY

Negotiable

## Strategic direction and development of SEN provision in the school

The SENCO will work in partnership with the SLT and share the following leadership and management responsibilities:

- Contribute to a positive ethos in which all pupils have access to a broad, balanced and relevant curriculum.
- Support all staff in understanding the needs of SEN pupils and ensure that objectives to develop SEN are reflected in the school development plan.
- Regularly monitor progress of objectives and targets for pupils with SEN from teachers' plans, evaluate the effectiveness of teaching and learning by work analysis and use these analyses to guide future improvements;
- Analyse and interpret relevant school, local and national data and advise the headteacher on the level of resources required to maximize achievement;
- Liaise with staff, parents, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision.

## Teaching and Learning

- Uphold and promote the school's vision and values, and ensure that all staff are aware of and committed to them.
- Oversee the school's curriculum and ensure that it is of high quality and meets the needs of all pupils.
- Work with the Head of House and Raising Standards leads to ensure that all staff are aware of and committed to the school's vision and values.
- Raise standards, monitor and support student attainment, progress, behaviour, attendance and well-being.

- Work with pupils, class teachers and key stage managers to ensure realistic expectations of pupils
- Monitor the use of resources, teaching activities and target setting and develop a recording system for progress.
- Create a safe and productive learning environment that is engaging and fulfilling for all students.

## Leading and Managing Staff

To be accountable for:

- Achieve constructive working relationships and support teaching assistants and other teachers to review the needs, progress and targets of pupils with SEND
- Provide regular information to the Principal and governing body on the evaluation of SEN provision
- Advise on and contribute to the professional development of staff
- Co-ordinating provision for pupils with SEND;
- Overseeing the records on all pupils with SEND;
- Liaising with external agencies including LA's support and educational psychology services, health and social services and voluntary bodies.
- Maintain and distribute the SEND register.
- Conduct annual SEND audit.

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	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified to degree level or above.</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• NCTL or post-graduate qualification in school leadership or education management</li> <li>• SENCO Award</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Demonstrated outstanding , and successful experience as a teacher in a secondary context.</li> <li>• Experience of teaching pupils at Key Stage 3 &amp; 4.</li> <li>• Excellent classroom management skills.</li> <li>• Imaginative lesson preparation.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of the role of Form Tutor</li> <li>• Ability and willingness to teach outside of specialist subject</li> <li>• SEND Experience</li> </ul>
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Demonstrate personal enthusiasm and commitment to make a positive difference to children and young people</li> <li>• Demonstrate personal and professional integrity.</li> <li>• Prioritise, plan and organise themselves and others</li> <li>• Think analytically and creatively and demonstrate initiative in solving problems</li> <li>• Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others</li> <li>• Demonstrate a capacity for sustained hard work with energy and vigour</li> <li>• Demonstrate resilience and optimism</li> <li>• Effective communicator</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of managing CPD effectively in a whole school context.</li> </ul>
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.</li> </ul>	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines

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