



Ark Franklin
Primary Academy
www.arkfranklinprimary.org

Aspiring or Experienced Inclusion Lead/SENCo Sought! for Ark Franklin in Kensal Rise, NW London

Are you seeking to be part of an inspiring team who make a difference every day in the lives of our children? (Outstanding leadership, Ofsted, 2016)

Would you like to join us in our, *'multicultural playground of fun, respect, integrity, learning and excellence'*? (Parent Feedback)

Visitors describe our children as, *'charming, delightful, confident and independent learners'*.

Do you have a passionate desire to improve outcomes for ALL children and a track record that reflects this? We are seeking an experienced and passionate practitioner with drive, commitment and enthusiasm, who wants to join our leadership team as the AHT for inclusion, making a substantial difference to the lives of our children.

This is a great opportunity to have a real and lasting impact. You will be supported by unrivalled training and CPD to develop yourself as an outstanding leader (including studying for the NASENCo award). We offer attractive remuneration, above the national pay scales, as well as a range of benefits including reduced gym membership and retail discounts.

If you are interested in this exciting opportunity, we would be delighted to hear from you.
We welcome applications from aspiring as well as experienced SENCos.

We welcome visits, both virtually and in person, to arrange a visit please contact the Principal, Janine Ryan, at j.ryan@arkfranklinprimary.org alternatively visit our website at www.arkfranklinprimary.org

To apply, please send your CV and application letter to the Principal, Janine Ryan, at j.ryan@arkfranklinprimary.org

Deadline: Noon on Wednesday 25th October 2017

Interviews: Monday 30th October 2017

Location: Kensal Rise, NW London

Start date: January 2018
Salary: Ark Leadership Scale (Inner London + 2.5%) dependent on experience

Ark Franklin is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check.



Job Description: Inclusion Lead/SENCo

Reports to:	Principal
Start date:	January 2018
Salary:	Ark Leadership Scale (negotiable dependent on experience)

The Role

To lead, develop and support effective practice for pupils with particular learning needs, ensuring their learning needs are addressed in the most effective way and, where appropriate, they are able to make rapid progress in line with Franklin's expectations.

Key responsibilities

- Designated Safeguarding Lead
- Strategic direction and development of SEN and EAL provision.
- Monitor the impact of teaching and learning activities on the progress made by pupils with SEN.
- Liaise with other schools to ensure continuity of support and learning when transferring pupils with SEN and, year-on-year, ensure smooth transitions from one year group to the next for all vulnerable children at Franklin.
- To be responsible for monitoring provision for children with SEN, EHCP, LAC, EAL and liaise with staff and appropriate agencies.
- Support the development of high achieving classrooms which supports and fosters the achievement of pupils with additional learning needs.
- Play a leading role in maintaining/establishing Franklin's culture and ethos, providing strategies to support pupils with SEN and EAL.

Outcomes and activities

Leading Inclusion

- Develop strategies to ensure early identification of pupils with additional needs.
- Identify and adopt effective teaching approaches for pupils with special and additional needs.
- Monitor teaching and learning activities, to meet the needs of all pupils.
- Establish and disseminate strategies that support all staff in their work with pupils.
- Identify the training needs of staff and organise/coordinate INSET and CPD in SEN, EAL, or other.
- Develop staff support at all levels to ensure they have the best training to fulfil their roles.
- In consultation with the leadership team, deploy staff to ensure both best coverage of pupils and that individual needs are met.

Teaching and Learning

- Influence whole school teaching and learning practice to ensure aspects of inclusive teaching.
- Teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- Create a climate for learning within teams and support the notion that all teachers are also learners.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Identify and lead interventions according to pupil needs, e.g. ASDs, Speech and Language, Behaviour etc.
- Ensure that all pupils achieve age-related expectations, or, if well below, make significant and continuing progress towards achieving age related.
- Oversee and monitor the quality of provision, ensuring year group provision maps and individual children's profiles are maintained/updated and shared with parents and relevant parties.
- Collect and interpret specialist assessment data gathered on pupils and use to inform practice.
- Support developments and initiatives to improve standards in English and mathematics as well as access to the wider curriculum.
- Maintain regular and productive communication with parents.
- Ensure statutory responsibilities for EHCPs and Annual Reviews are met.

Other

- Undertake other various responsibilities as directed by the Principal.

Person Specification: Inclusion Lead/SENCo

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Undertaken NASENCo training (or willing to do so).

Knowledge, Skills and Experience

- Experience of identifying, monitoring, evaluating and providing effective strategies for pupils with SEN.
- Experience of raising attainment for pupils of all ages and abilities.

Desirable Behaviours

Leadership and Management

- Effective team member and leader.
- High level of self-awareness and self-management in stressful situations.
- High expectations for accountability and consistency.
- Acts as a role model to staff and pupils.
- Vision aligned with Franklin's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every pupil.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Leading the Learning

- Excellent SEN and classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward.
- Has excellent communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding practice.

Other

Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.