



Job Description

Job Title: SEND Support Organisational Psychologist

Location: Based in 183 Eversholt Street, London, NW1 1BU but with frequent travel between academies nationally

Hours of work: 37 hours per week

Reports to: National Director of SEND

Purpose of the Role:

- To support the delivery and implementation of the SEND strategy across AET's national network of academies.
- Support SENDCOs to lead AET's drive to improve outcomes for pupils with SEND.

Responsibilities:

- Support the development and delivery of the Trust-wide SEND Strategy that puts AET academies as national leaders in SEND education.
- Support Principals/Headteachers and SENDCOs with whole school SEND reviews and offer advice on strategies for intervention for individual pupils and groups of pupils
- Support Principals/Headteachers and SENDCOs with developing and implementing efficient recording and monitoring systems for SEND pupils that are based on best practice and that ensure best outcomes for pupils
- Develop opportunities to bring together all AET SENDCOs across the Trust to evolve and share best practice
- Identify the key strengths and areas needing development in each academy in respect of SEND so that all Principals/Headteachers and senior leaders fully understand and are held to account for the actions they need to take to secure rapid and sustainable improvement in respect of SEND, including effective links with other providers and external agencies;
- Keep abreast of research, developments and innovation in SEND education
- Collate and analyse appropriate data about each academy in terms of SEND and report to the Director of SEND on such matters.
- Lead, develop and quality assure the systems in each academy and across the country to evaluate the impact of monitoring work by SENDCOs.

- Produce high quality, evaluative reports as required by the National Director of SEND and Principals/Headteachers in a concise and timely manner and on occasion for rapid response briefings.
- Support the Director of SEND in the design, development and the coordination of the delivery of the SEND strategy at academy national level, that fully supports the strategy and the key areas needing improvement in SEND.
- To work with academies to identify effective strategies to work with parents, parent and community advisory boards, PCAB and other external agencies to ensure that SEND pupils' needs are met and thus removing barriers and improving outcomes for pupils.
- To develop a CPD programme for SENDCOs across the Trust that ensures consistency of SEND good practice across all schools
- To support the development of the AET SEND toolkit

The post-holder is also required to undertake such other duties and training as may be required by or on behalf of Academies Enterprise Trust provided that they are consistent with the nature of the post.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive and will be subject to change as working requirements dictate and to meet the organisational requirements of Academies Enterprise Trust.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Group/Chief Executive
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service

Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person Specification

General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none"> • Qualified to degree level 	<ul style="list-style-type: none"> • Further qualifications in Educational/Or ganisational psychology
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none"> • Successful experience in schools/academies supporting SEND pupils • Knowledge and experience of multi-agency working to secure improvements in outcomes for SEND pupils • Track record of whole school improvement • Strong understanding of the Ofsted process • A deep knowledge and clear understanding of SEND educational legislation, the statutory framework for education, new innovation and developments in relation to SEND pupils and the SEN Code of Practice 	<ul style="list-style-type: none"> • Experience of SEND in cross phased settings
Skills	Line management responsibilities (No.)	<ul style="list-style-type: none"> • NONE 	<ul style="list-style-type: none"> • Experience in multi-agency work and liaison
	Forward and strategic planning	<ul style="list-style-type: none"> • Ability to think and plan strategically and deliver at scale • Ability to rapidly identify and advise on key priorities for school SEND 	<ul style="list-style-type: none"> • Proven ability to lead a team successfully

		improvement <ul style="list-style-type: none"> • Strong negotiating and influencing skills 	
	Budget (size and responsibilities)	<ul style="list-style-type: none"> • NONE 	<ul style="list-style-type: none"> • Knowledge of costs of SEND interventions and allocated SEND pupils budgets
	Abilities	<ul style="list-style-type: none"> • Well-developed interpersonal and communication skills • Lead by example with high professional standards 	
Personal Characteristics	Behaviours	<ul style="list-style-type: none"> • Hardworking, dedicated and resilient • Interpersonal awareness and commitment to impact • Passionate about SEND education 	
Special Requirements		<ul style="list-style-type: none"> • Successful candidate will be subject to an enhanced Disclosure and Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people 	