



Job Description

Job title: Inclusion Lead and SENDCo (Special educational needs and disability co-ordinator)

Salary: Mainscale / UPR with SEND allowance

Contract type: Full time / Part time

Reporting to: Headteacher

Responsible for: Teaching Assistant Support Staff who support pupils with SEND

Main purpose:

The SENDCo, under the direction of the headteacher, will:

- Determine the strategic development of special educational needs (SEN) policy and provision in the school
- Be responsible for day-to-day operation of the SEN policy and co-ordination of specific provision to support individual pupils with SEN or a disability
- Provide professional guidance to colleagues, working closely with staff, parents and carers, and other agencies

The SENDCo will be expected to fulfil the responsibilities of a teacher, as set out in the STPCD.

While the SENDCo will have responsibility for the oversight of provision for pupils with SEN or a disability, class teachers will hold responsibility for the day-to-day education and support of pupils within their classroom.

Duties and responsibilities:

Strategic development of SEN policy and provision

- Have a strategic overview of provision for pupils with SEN or a disability across the school, monitoring and reviewing the quality of provision
- Contribute to school self-evaluation, particularly with respect to provision for pupils with SEN or a disability
- Make sure the SEN policy is put into practice, and its objectives are reflected in the school development plan (SDP)
- Maintain up-to-date knowledge of national and local initiatives that may affect the school's policy and practice
- Evaluate whether funding is being used effectively, and suggest changes to make use of funding more effective

- Develop, implement, and evaluate an inclusive base provision for pupils with additional and complex needs
- Work with the leadership team to design the delivery of an outdoor learning provision that supports regulation, engagement, and inclusive learning
- Champion high-quality inclusive teaching and adaptive practice across the school
- Work closely with families, staff, and external professionals to secure the best outcomes for pupils with SEND
- Lead a programme of workshops and training for parents
- Attend and lead Inclusion Quality Mark cluster meetings and annual assessment days
- Report to governors termly and support SEND and inclusion governor visits
- Champion attendance for pupils with SEND
- Oversee and complete the annual information report for SEND
- Develop the SEND area of the school's website and social media
- Further establish strong parental engagement to include regular parent support sessions

Operation of the SEN policy and co-ordination of provision

- Maintain an accurate SEND register and provision map
- Provide guidance to colleagues on teaching pupils with SEN or a disability, and advise on the graduated approach to SEN support
- Advise colleagues on applying differentiated teaching strategies tailored for individual pupils with SEN
- Advise on the use of the school's budget and other resources to meet pupils' needs effectively, including staff deployment
- Be aware of the provision in the local offer
- Work with early years providers, other schools, educational psychologists, health and social care professionals and other external agencies
- Be a key point of contact for external agencies, especially the local authority (LA)
- Analyse assessment data for pupils with SEN or a disability
- Implement and lead intervention groups for pupils with SEN, and evaluate their effectiveness

Support for pupils with SEN or a disability

- Identify a pupil's SEN
- Co-ordinate provision that meets the pupil's needs, and monitor its effectiveness
- Secure relevant services for the pupil
- Ensure records are maintained and kept up to date
- Review the education, health and care (EHC) plan with parents/carers and the pupil
- Communicate regularly with parents/carers
- Meet and greet pupils and parents in the mornings and afternoons
- Ensure that if the pupil transfers to another school, all relevant information is conveyed to that school, and support a smooth transition for the pupil

- Promote the pupil's inclusion in the school community and access to the curriculum, facilities and extra-curricular activities
- Work with the designated teacher for looked-after children (LAC), where a looked-after pupil has SEN or a disability
- As necessary, write and submit applications for EHCPs and co-ordinate and chair annual review meetings
- Assist leaders and teachers in making applications for additional support, time and/or specific papers for end of Key Stage assessments
- Advocate for the needs of SEND and vulnerable pupils across all aspects of academy life

Leadership and management

- Play an active role within the senior leadership team (SLT), by working alongside the head of school and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements
- Prepare and review information the governing board is required to publish
- Contribute to the SDP and whole-school policy
- Identify training needs for staff and how to meet these needs
- Lead INSET training for staff
- Share procedural information, such as the school's SEN policy
- Promote an ethos and culture that supports the school's SEN policy and promotes good outcomes for pupils with SEN or a disability
- Lead and manage teaching assistants (TAs) working with pupils with SEN or a disability
- Lead staff appraisals and produce appraisal reports
- Review staff performance on an ongoing basis

Safeguarding

- Liaise and collaborate with the designated safeguarding lead (DSL) on matters of safeguarding and welfare for pupils with SEN
- Remain alert to the fact that pupils with SEN may be more vulnerable to safeguarding challenge

The SENDCo will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the SENDCo will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher