

# Springwell Leeds Academy



Springwell  
Leeds

## **SENCO Springwell Leeds (North Site) Information Pack**

<b>CONTENTS</b>	<b>PAGE</b>
A letter from the Executive Principal	3
About the Wellspring Academy Trust	4
Our Commitment to you	5
About Springwell Leeds Academy	6
Job Description – SENCO	7
Person Specification – SENCO	10
How to apply	
Job Advert	

Dear Applicant,

Thank you for your interest in the role of SENCO at Springwell Academy. If you are successful, you will be joining a fantastic team and will be a key part of a new and exciting project to transform education for children with Social, Emotional and Mental Health needs in Leeds. In this specific role, you will have a unique opportunity to lead in a brand new school with purpose built state of the art facilities.

At Springwell Leeds Academy, you will work as part of a team committed to collaboration, creativity and innovation. We are dedicated to bringing the very best practice and resources to each of our settings. We are committed to developing a diverse, relevant and engaging curriculum, delivered through learning experiences built around the individual needs of our children and young people. Your challenge will be to ensure that our students receive the best care, support and education that they deserve whilst at Springwell.

By joining us at Springwell Leeds, you will become part of an expert, enthusiastic, hardworking and dedicated team that is committed to making a difference to the young people with which we work. This is an exciting time to join us. For the last two years, we have been working with Leeds City Council to reshape the SEMH provision for the city. In January 2018, we received the first of three, specially designed buildings, which will help us deliver the world-class provision that is our goal. Our second building is on track to open at Easter and this post will be based at our final site which opens in September in Tinshill, North Leeds.

We are looking for a committed and inspirational leader and outstanding teacher who has a successful record of accomplishment in school. If this is you and you are interested in transforming the lives and opportunities of young people with SEMH needs, we will be very interested to hear from you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Scott Jacques', with a stylized flourish at the end.

Scott Jacques  
Executive Principal  
Springwell Leeds Academy

## About Wellspring Academy Trust

Wellspring Academy Trust is a Multi-Academy Trust with a Barnsley-based Head Office. We are a Trust at the cutting edge of educational innovation.

### We have:

- Outstanding aspiration.
- A vision to provide children and families with exceptional educational opportunities.

### Our Core Principles are:

- Excellence in teaching and learning.
- Knowledge and skills growth that is celebrated by the community.
- Collaboration with all partners in education and the community.
- Succession planning within the institution and beyond.
- Providing an exceptional school experience for our children.

### Our Team:

#### Mark Wilson

CEO Wellspring Academy Trust

National Leader of Education (NLE). OFSTED registered inspector. Ex-Executive Head teacher, London borough of Lewisham (two outstanding schools, one good school). Executive Head of Teaching School. Ex-Head teacher at Robin Hood Primary for 9 years and achieving an Outstanding judgement from Ofsted in April 2011. Mark believes in taking a global perspective on school improvement and has visited schools in Germany, South Korea, Italy and Australia to look at practice there.

#### Dave Whitaker

WAT Director of Education (SEN & Alternative Provision)

Executive Principal, Springwell Special School and PRU and National Leader of Education. Ofsted rated outstanding. Springwell designated a Teaching School in 2013. The School is cross phase from age 4-18.

Experience in all aspects of school leadership. Involved with the development of a new approach to learning. Developed The Elements+ Curriculum.

#### Scott Jacques

Executive Principal, Springwell Leeds Academy

Experience of teaching and senior leadership in Primary, Secondary and Special education as well as ten years work in school improvement. Seconded to work as a Primary Teacher Adviser for the LA and later as a Secondary Consultant within the National Strategies team. Working with a wide range of schools on securing improvement and developing and implementing strategy. Five years working as an Adviser with the LA in Leeds, creating, developing and implementing eLearning strategy as well as supporting school improvement. This school improvement experience ranged from hands on support, developing teaching and learning in classrooms, through to working with heads and senior leaders on whole school development and implementation of policy. Scott spent a year as an Assistant Principal in a large secondary school before becoming Head of a School in a Leeds special school. During this time the school received an outstanding judgement from OfSTED in 2012.

## **Our commitment to you:**

### **Professional Development**

We believe that outstanding professional development underpins outstanding schools. The more members of staff who are enabled and empowered with expert skills and knowledge, the more effective their impact upon learning. We believe in the power of Professional Development. We believe that it can and should be happening every minute of every day. Wellspring Academy Trust has access to a rich seam of Professional Development for all staff through our network of leaders, colleagues and schools, and through the Teaching School.

### **Leaders Professional Development**

Inside every successful school, you will find successful leaders. Almost every study of school effectiveness has shown both Primary and Secondary leadership to be the key factor. At Wellspring, we emphasise the importance of ongoing professional development for school leaders. We work together as leaders. We share our experiences and expertise. We recognise that we are stronger together.

Our recognition of the pivotal importance of effective leadership means that the Professional Development pathway into Executive Leadership across more than one school is open to you with Wellspring.

## About Springwell Leeds Academy

Springwell Leeds is a new provision for children and young people with Social, Emotional and Mental Health (SEMH) needs for the city of Leeds, which we have been developing across on a number of different sites between since September 2016 and will be complete by September 2018.

Our aim is to provide the best possible care and education that we can for children and young people with Social, Emotional and Mental Health (SEMH) needs. Unconditional Positive Regard is at the centre of what we do and we are creating an academy that is welcoming, caring, safe, warm and believes that all its pupils can be supported and empowered to succeed.

We are creating individual and personalised pathways for our students that are built around their varied needs that will help them achieve positive outcomes and prepare them for their onward destinations into continuing education, work or training. In order to achieve this we are developing a curriculum that provides opportunities for academic progression as well as vocational learning, whilst being engaging, creative, and innovative.

We see strong relationships with students, parents, carers and the wider community as the key to our success – and we ensure that our academies are welcoming safe places for children to learn and prosper. We believe in working closely with our families and carers and welcome their support, but also realise that at times they will need our support too. We work closely with Leeds City Council and other agencies and schools to make sure we do all we can to make learning and life the best it possibly can be.

We will eventually be an Academy for 340 5-16 year olds on four sites across the city. Our Primary site at Oakwood, has been significantly refurbished and upgraded to provide a high quality specialist setting. Our KS3 and KS4 students are currently accommodated one new site in the East of the city and two temporary sites around Leeds.

Between January 2018 and September 2018, our KS3 and KS4 provision will be moving to three, brand new, purpose built settings across the city. These will be at Seacroft (Opened in Jan 18), Middleton (Easter 18) and Tinshill (Sept 18). Wellspring has worked for the past 2 years with Leeds City Council to ensure that these new designs meet the requirements of our children and that they are world class facilities.



An Architect's drawings of one of the completed buildings.



## **JOB DESCRIPTION: SENCO**

**Job Title:** Special Educational Needs Coordinator (SENCO)

**Location:** Springwell Leeds Academy

**Grade:** L8 – 12 (£46,799 - £51,639)

### **1. PURPOSE OF THE JOB**

Core Purpose of the Post:

The SENCO will work with senior leaders to take responsibility for the day- to-day operation of provision for pupils with SEN. The SENCO will ensure high quality teaching and effective use of resources are provided for all pupils.

The job description is set out under four key areas of responsibility:

- a. Strategic direction and development of SEN and CLA provision on site
- b. Teaching and learning
- c. Leading and managing staff
- d. Efficient and effective deployment of staff and resources
- e. Safeguarding

#### **a) Strategic Direction and Development of SEN and CLA provision**

To co-ordinate with the support of the Principal, Executive SENCO and governors within the context of the school's aims and policies, the development and implementation of SEN and CLA policy in order to raise achievement and improve the quality of education provided.

Key tasks will include:

- Strategic development of SEN and CLA policy/provision
- Supporting staff in understanding the needs of SEN pupils and how to meet them effectively
- Supporting staff with the development of and quality assuring the writing of Personal Learning Plans and other individual plans to meet the needs of pupils
- Ensuring objectives to develop SEN are reflected in school development plans
- Monitoring the quality of support and progress of SEN pupils
- Analysing and interpreting relevant school, local and national information relating to pupils with SEN and CLA and advising the Principal as to the level of resources required to maximise achievement
- Liaising with staff, parents and external agencies and other schools to co-ordinate support for SEN and CLA pupils
- To co-ordinate and write applications for EHCP for new and existing pupils
- To ensure the Academy meets statutory obligations relating to pupils with SEN and CLA pupils.

## **b) Teaching and Learning**

- Identifying and adopting the most effective teaching approaches for pupils with SEN, including pupils with communication/language difficulties
- Develop and implement systems for recording individual pupils' progress, and collect and interpret specialist assessment data
- Monitoring teaching and learning activities to meet the needs of pupils with SEN
- Undertaking day to day co-ordination of SEN and CLA pupils' provisions through close liaison with staff, parents and external agencies
- The ability to teach across all key stages and to work with individuals and small groups for Intervention.

## **c) Leading and Managing Staff**

- Member of the senior leadership team, attending weekly meetings and meeting SLT requirements on a daily basis
- Line manage staff who have direct responsibility for pupils with SEN, including observations and appraisal.
- Ensure all members of staff recognise and fulfil their statutory responsibilities to pupils with SEN and CLA, ensuring that they are supported effectively
- Provide training opportunities for learning support assistants and teachers to learn about effective strategies to support pupils with SEN.
- Provide regular information to the Principal, Executive SENCO and governing body on the evaluation of the effectiveness of provision for pupils with SEN and CLA on site.

## **d) Efficient and Effective deployment of staff and resources**

- Identifying resources needed to meet the needs of pupils with SEN and CLA and advising the Principal of priorities for expenditure.
- Manage, with the assistance of the Academy Business Manager, and in discussion with the Principal and Executive Principal the needs and resources associated with SEN and CLA
- Advising the Principal, Executive Principal and governing body on the efficient and effective deployment of staff.
- Maintaining and developing a range of resources, co-ordinating their deployment and monitoring their effectiveness in meeting the objectives of school SEN and CLA policy.

## **e) Safeguarding**

- Ensure that the child protection policies and procedures adopted by the governing body are fully implemented and followed



## **Additional expectations of a senior leader**

In addition to the specific responsibilities outlined above, as a senior leader you will be expected to play a major role in assisting other senior leaders:

- Formulate the aims and the objectives of the Academy
- Establish the policies through which they are to be achieved
- Managing staff and resources towards their achievement
- Monitor pupil progress
- Develop a curriculum to meet the needs of all pupils within the Academy
- Support the aims and ethos of the Academy.
- Be a role model for staff in terms of positive approach, dress, punctuality, attendance and professional conduct
- Take on any additional responsibilities which might from time to time be agreed with the Principal or Executive Principal.
- Attend and participate in review days, presentation evenings and performances, some of which may be outside school hours.
- Build strong links with parents/carers.
- Uphold the school's behaviour code and uniform regulations.
- Participate in and where appropriate lead staff training.
- Develop strong links with governors, LA support teams, outside agencies and neighbouring schools.
- Take appropriate responsibility for their own health, safety and welfare.

## HOW TO APPLY

Please complete the application form sent as a separate attachment to this pack. Along with this, you may submit a covering letter of no more than two sides of A4 outlining your suitability for this role and evidence of outstanding leadership to date.

Applications should be e-mailed to Sarah Reeder, PA to Executive Principal at [s.reeder@springwellacademyleeds.org](mailto:s.reeder@springwellacademyleeds.org)

Visits are encouraged. To arrange these please contact Sarah Reeder at the email address above or on: 07921 807761

## TIMELINE

**Closing date:** Noon Monday 26<sup>th</sup> February 2018

**Shortlisting date:** Tuesday 27<sup>th</sup> February 2018

**Interview date:** Monday 5<sup>th</sup> March 2018

**Start date:** 1<sup>st</sup> September 2018 or before if possible