

'They will soar on wings like eagles.' Isaiah 40:31

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Job Title: Trust Lead SENCo

Location: Trust office, but the postholder will be required to work across all of the schools in the Aquila trust

Grade: L1 - £47,185

Hours of Work: 0.4 fte

Start date: September 2024

Accountable to: CEO and Educational Psychologist

- All posts will require satisfactory pre-employment checks including enhanced DBS clearance prior to appointment
- Evening work may be required for the post. The post holder is expected to manage their hours accordingly
- Travel to schools to remote locations, inaccessible to public transport links, is required
- The post holder must hold a nationally recognised NASENCO qualification or they must be working towards the qualification

Aquila Trust are committed to the inclusion, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Aquila, the Diocese of Canterbury Academy Trust respects and values all children and all member schools are committed to providing a caring, friendly and safe environment for every pupil so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Aquila, the Diocese of Canterbury Academy Trust schools. We recognise our responsibility to safeguard all who access the schools and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Purpose of the Job: Aquila is committed to inclusive education and is aspirational for its academies in providing the very best education, care and support for pupils with special educational needs. All children will have the right to a broad and balanced curriculum including extra-curricular activities where appropriate and full access to the National Curriculum. This post is required to ensure a joined-up approach across the Trust to support the needs of pupils with special educational needs and to enable them to achieve highly during their time at an Aquila academy. The role covers the duties outlined below but may change depending on appraisal targets, changes in local and national statutory guidance and the needs of the Trust.

Responsible for:

- To collaborate with other stakeholders on the Trust strategy for special educational needs and inclusion.

The Diocese of Canterbury Academies Trust

Unit 33, Folkestone Enterprise Centre, Shearway Business Park, Shearway Road, Folkestone Kent CT19 4RH

Registered Company N°. 09035788

Registered Office Address: Diocesan House, Lady Wootton's Green, Canterbury CT1 1NQ

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- To work as part of Aquila's Central Team in setting the Trust strategy for SEND and ensure appropriate monitoring of SEND across the Trust.
- To work with the Trust's SENCOs to ensure that schools are compliant and meet the needs of pupils with special educational needs.
- To facilitate the sharing of best practice in SEND across the Trust.
- To ensure that SENCO's throughout the Trust are clear about their roles and accountabilities.
- To co-ordinate and contribute to the Trust CPD programme for SEND.

Main/Core Duties:

- Through working with academy SENCOs, ensure that all pupils with special education needs are effectively supported to receive a high quality and meaningful educational experience.
- Support Academy SENCO's in delivering a high-quality service for SEND pupils.
- Maintain a strong and secure knowledge of SEN, including thorough understanding of the SEN Code of Practice and its practical application of strategies for meeting the needs of SEN pupils, and ensuring this is implemented.
- To work collaboratively with SENCOs to plan, monitor and implement school improvement strategies for children with SEND.
- To ensure academies have a curriculum that considers the needs of children with SEND
- Lead the Trust's SENCO Forum to support continuation of practices across the Trust.

Operational Planning:

- To contribute to the development and delivery of the Trust CPD programme for SEND.
- Work with other staff to develop effective ways of bridging barriers to learning through assessment of needs
- Work with the all staff to ensure all pupils learning is of equal importance and that there are high and realistic expectations of pupils

Service Provision:

- Ensure SENCO's have the necessary resources and direction to deliver according to the Trust vision.
- Work with the SENCOs within the MAT to maximise opportunities for collaboration.

Service Development:

- To ensure value for money and performance improvement in Trust provision.
- To monitor academies SEND curriculum provision being mindful of national developments and local contexts.
- To be responsible for personal CPD and participate fully in training and development opportunities identified by Aquila or as an outcome of performance management.
- Monitor and if necessary lead on parental complaints about SEND provision and provide training and guidance to academies to reduce their number.

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Staffing and Staffing Development:



- Identify CPD needs for SEND and contribute to internal CPD which delivers a continuously improving service.
- Induct, support and mentor new SENCOs working with headteachers to develop appropriate support.
- Work with the SENCOs across the MAT to ensure that best practice is utilised to ensure consistency in high quality SEND practice across the Academies.
- To support academies with their recruitment of SENCOs, attending interview panels if necessary.

Quality Assurance:

- Monitor and develop Trust wide policies and working practices for SEND.
- Monitor and evaluate assessment data across SEND to identify trends in pupil performance and progress, and areas for development.
- Analyse and interpret relevant data, research and inspection evidence to inform provision and seek improvement where necessary.
- Support the Trust in ensuring that Trust policies in all areas are followed by all staff. Identify good practice, areas for development and strategies for sharing and support.

Personal Specification

	Essential	Desirable
Qualifications		
Qualified Teacher Status	X	
To hold the NASENCO qualification.	X	
Professional development in preparation for a leadership role.		X
Experience and knowledge		
Successful management experience in a school.	X	
Substantial experience teaching at primary level	X	
Evidence of the ability and experience to develop and maintain a sense of vision for a school	X	
Experience of managing staff development, performance and capability.	X	
Current knowledge of the national agenda around education, in particular special education and alternative provision, and the challenges and schools opportunities for development	X	
Substantial experience contributing to a school's self-evaluation and its School Improvement Plan	X	

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Up-to-date knowledge of current developments in relation to the curriculum and areas of educational leadership, pedagogy and school improvement, including leadership, pedagogy and school improvement.	X	
Skills, abilities and personal qualities		
Ability to create, analyse and use data to set targets and identify weaknesses.	X	
Ability to communicate effectively, both orally and in writing, with a range of audiences.	X	
Ability to work under pressure and prioritise effectively.	X	
Special conditions		
Ability to travel between the academies in the Trust, some of which are inaccessible to public transport.	X	
Willing to undertake an Enhanced DBS check.	X	
Can demonstrate a comprehensive understanding of Keeping Children Safe in Education 2023	X	

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