



**Lead Teacher Resource Base**

**Speech and Language**

**Recruitment PackHiya**

**JOB DESCRIPTION**

**JOB TITLE: Lead Teacher Resource Base – Speech and Language**

**RESPONSIBLE TO:** SENDco

**HOURS:** Full time/ Part time (We are open to considering applications from candidates seeking part-time employment).

**START DATE:** ASAP

**CONTRACT TYPE:** Permanent

**SALARY:** MPS/UPS + + SEN allowance £2,270

Starting salary to be confirmed upon appointment, subject to experience.

**PLACE OF WORK:** Pimlico Academy, Lupus Street, London SW1V 3AT

**RIGHT TO WORK:**This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance

**STAFF BENEFITS:**Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:

* A supportive ethos and concern for the well-being of all colleagues.
* Excellent CPD opportunities and career progression.
* Employer Contributions to Local Government or Teachers Pension Scheme.
* Cycle to work scheme.
* Employee Assistance Programme.
* Eye Care Voucher scheme.
* Car Benefit Scheme
* Two week October half term

**PROBATION PERIOD:** The post holder will be required to complete a 4-month probation period.

**PURPOSE OF THE ROLE**

To lead, implement and establish the resource base ethos, provision, curriculum and policy to ensure that all children have appropriate provision.

**MAIN RESPONSIBILITIES AND TASKS**

* Evaluate the quality of resource base provision and outcomes through robust self-assessment, evaluation and monitoring and use the findings to develop capacity for sustainable improvement
* Effectively communicate the ambition for pupils with SLCN or those within the remit of the resource base to support and promote the school’s values and vision
* Lead on strategy and policy to ensure teaching staff are trained in delivering high quality outcomes for all pupils with SLCN or those within the remit of the resource base
* Lead and manage the team of teachers, support staff and additional adults who work delivering Inclusive provision across the pupil cohort
* Manage funding and resources effectively, to ensure the school in achieving best value
* Appraise and manage staff performance, ensuring CPD is appropriate and effective, to ensure that all staff are meeting or exceeding appropriate standards
* Contribute to whole school improvement plans and effectively plan, feeding into self-evaluation as needed
* Lead and contribute to CPD and staff development for teaching staff, inclusion staff and other stakeholders
* Maintain an up-to-date knowledge of national and local initiatives which may affect the school’s policy and practice, and share key elements with appropriate staff including SLT as necessary
* Work strategically with the wider leadership team, keeping them informed of progress and any areas of concern in the resource base
* Work productively and efficiently as the key point of contact with external agencies, including the Local Authority, keeping up to date with the local offer and securing relevant services for pupils
* Work with the Principal and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements
* Ensure policy is reviewed, up to date and reflective of practice, ethos and meets statutory requirements
* Ensure the school’s website and sharing of information is up to date and meets statutory requirements

# Pupil Outcomes

* Assess, monitor, record and report on the learning needs, progress and achievement of pupils with SLCN or those within the remit of the resource base reporting as appropriate
* Advise on and set effective targets for pupils and be accountable for the meeting of them
* Use data effectively to track progress and co-ordinate interventions; record and evaluate the impact of interventions and take action where necessary to ensure impact
* Identify evidence-based interventions that are matched to pupils’ needs or groups of pupils and ensure that these are measurable, time limited and that all staff delivering them are trained thoroughly
* Facilitate, coordinate and monitor the quality of multi-agency input and specialist support for pupils with SLCN and within the remit of the resource base
* Liaise and collaborate with previous and future educational settings to create effective transition plans that facilitate continuity of support.
* Communicate effectively, positively and regularly with parents and carers, ensuring they are aware of the support provided for each pupil and they are involved in the setting targets for improvement
* Assess pupils’ approach to learning within the resource base and support where necessary to maintain high standards of engagement
* To be trained and confident in the delivery of relevant interventions or strategies such as Positive Behaviour handling, PECs or any other evidence-based intervention from the pupil’s EHCP.
* To chair, prepare and present EHCP annual review meetings and any other professional multi-agency meetings as necessary.
* Ensure there are high expectations for all pupils and address any low expectations as necessary
* Ensure staff understand and enact their responsibility for the Health, Safety and Welfare of pupils within the remit of the resource base pupils
* Develop a bespoke curriculum offer for each pupil, in collaboration with the relevant mainstream class teacher so that pupils access mainstream lessons where possible
* Work with the Head Teacher and Deputy Head Teacher to establish the school’s graduated approach and universal classroom offer.
* Support mainstream class teachers to ensure that they have a communication friendly classroom providing support and guidance on best practices for inclusion and curriculum adaptation.

# Systems and processes - Under the direction of the Principal and Vice Principal:

* Ensure that the resource base administration systems, organisation and processes are well considered, efficient and fit for purpose
* Ensure all staff have ready access to, understand and engage with EHC plans and reports from other professionals to impact positively on teaching and learning and outcomes for SLCN pupils
* Communicate regularly with parents and carers, external bodies, school staff and managers
* Work with the governing body as appropriate under the guidance of SLT
* Network with other comparable schools and interact with advisors and inspectors as required
* Monitor the resource base budget to ensure effective use of resources
* To uphold, support and act upon the school Safeguarding Policies and practice ensuring knowledge and understanding is up to date with clarity of procedures to be followed
* To be aware of and work in accordance with the school’s child protection policies and procedures, and to raise any concerns relating to such procedures which may be noted during the course of duty.

# Teaching:

* To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher, and as outlined in the school’s teacher’s job description – the SLCN Lead will teach all age groups within the resource base.
* To model high standards of practice in learning and teaching
* To team teach with other class teachers across the school to support their expertise and development

**PERSON SPECIFICIATION**

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|  | **Essential** | **Desirable** |
| **Qualifications & TRAINING**  | * Qualified Teachers Status
* Continuous professional development
* Role relevant degree
 | * SENDCo qualification or willingness to undertake one.
* SEND qualification
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| **Experience** | * Experience of teaching pupils with additional needs in a resource base or specialist primary setting
* Experience of different approaches and strategies for supporting children with speech and language needs.
* Evidence of using specific approaches to differentiate the curriculum and planning programmes to meet the diverse needs of children with additional needs
* Evidence to demonstrate successful inclusion of Children with SEN in the mainstream
* Experience of working with parents, other professionals and therapists to support pupils with SEN.
 | * Experience of advising others on strategies for successful inclusion
* Experience of writing annual review reports and running annual reviews
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| **Knowledge and Skills** | * Strong leadership and management skills, with the ability to inspire, motivate, develop and challenge a team.
* Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, staff, parents, and external partners
 | * Knowledge of current research on SEND and successful approaches.
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| **Personal competencies and qualities** | * Commitment to the safeguarding and promotion of the welfare of all children and young people.
* Commitment to equality and Diversity
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**APPLICATION PROCESS**

1. **Applying for the role**

To apply for the post, please visit our website - [Vacancies - FaceEd (face-ed.co.uk)](https://futureacademies.face-ed.co.uk/vacancies)

Applicants should complete the online application form via FaceEd. Applicants should also complete the ‘Personal Statement’ section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

1. **Interview Process**

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

1. **Notification & Feedback**

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

1. **Additional information**

For further information please email HREnquiries@futureacademies.org and a member of the HR team will contact you.

1. **Safeguarding**

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An ‘Enhanced Disclosure and Barring Service’ check and a ‘Barred List’ check is required for this role.