

Specialist SEN(ASC) TLR / team leader

Service	Reporting to	Location	Grade
Learning Support Service	Service Manager	Unity House	Teacher salary scales (+TLR2 +SEN allowance discretionary)

About the role

- The role is about contributing towards the delivery of a high quality SEN service to the children and young people of Salford and their families via:
- Leading a team of dedicated specialist teachers and TAs to provide support to all schools across the LA
- To contribute to the strategic development and leadership of the team, including development of processes and protocols
- To manage, model and embed best practice; to provide guidance, supervision and professional development opportunities for the whole team
- Ensuring that staff maintain an up to date knowledge of work being undertaken to improve teaching and learning outcomes for pupils
- Providing advice, support and training to schools and settings, governors, children / young people and parents / carers on matters relating to SEND (ASC)
- To sensitively work with parents, children & young people and professionals across a range of services on all matters relating to special educational needs for children and young people in education with ASC
- To work closely and in partnership with educational settings and maintain both support and challenge with SENCOs and other school staff
- Working collaboratively with a range of other professionals on LA wide projects
- Delivery of training to school staff, parents and other professionals and oversight of the whole team training offer
- Working with the service leadership on pupil progress, attainment, CPD, and monitoring and evaluation
- Working with LSS teachers, schools and settings to address the needs of pupils with EHCPs and at SEN support and monitor progress against objectives and targets
- Contribution to EHCP annual reviews and multi-agency meetings as appropriate
- Offering support for school staff and other professionals through discussion, resources and specific interventions

- Helping to raise attainment, self esteem and confidence with learning, and encouraging high expectations for all learners, including involving pupils in their learning and ensuring their voice is heard
- Working in a multi-agency way across the LA with other professionals from education, health and social care
- Writing advice and reports for school, towards EHC needs assessments and as part of the EHCP annual review process where necessary
- Delivering support and training at SEN support in schools and settings, including where an LA decision has been made not to undertake statutory assessment

Key outcomes

- You will help ensure that every school works towards demonstrating a culture of high expectations by enabling them to have a greater understanding of SEND and therefore the ability to provide a more appropriate individualised education for all children and young people with SEND
- You will help improve educational outcomes for children and young people at both SEN Support and those with an EHCP
- You will help improve awareness of SEND both at a classroom and whole school level, helping to ensure appropriate identification of SEND and promote inclusion within mainstream schools.
- By supportively challenging schools / classroom staff you will help all children and young people access appropriate educational provision in the most optimum environment for their needs
- By working closely with colleagues across education, health and social care, you will ensure that appropriate advice and intervention is provided by the appropriate professionals and will contribute to, and facilitate, multi-disciplinary school SEN support meetings and attend annual review meetings where necessary
- You will improve children's self esteem, independence and confidence through meaningful discussion and accessing their opinions and concerns, and actively involving them in their learning
- Children and young people will realise their right to achieve their potential and the best educational outcomes they can

What we need from you

- To model and demonstrate our values and behaviours.
- Qualified teacher status
- Additional qualification in SEN / ASC, or willingness to undertake relevant additional qualification
- Proven high quality mainstream experience

- Experience in teaching children / young people with SEND / ASC, setting and reviewing appropriate targets to help them achieve, with the ability to champion the needs of vulnerable children, young people, and their families
- Knowledge of current legislation affecting SEND / ASC
- Ability to provide effective support and constructive professional challenge to stakeholders
- Excellent communication skills
- Excellent organisational skills
- Experience of multi-agency working and working across organisational boundaries and with parents
- Knowledge and understanding of SEN procedures
- Ability to lead a team of teachers and TAs, with the ability to empower others, to provide expert advice and guidance, and to increase skills and confidence in others
- Ability to offer INSET at service and school level
- Ability to use ICT as an integral part of practice
- Ability to work independently within agreed service priorities; you will have a strong sense of personal responsibility and a high level of integrity and are able to work effectively alone or as part of a team
- Ability to work effectively with children / young people, parents, schools, governors and other partner agencies, with a good understanding of the pressures that schools and school colleagues experience.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

#HappytoTalkFlexible



Salford City Council

Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation:

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