

SEND Leader – Secondary Phase

Service	Reporting to	Location	Grade
School Provider Arm	Service Manager: SEND Leaders	Civic Centre, Unity House	Solbury School Improvement Scale 8 to 11

About the role

- ☐ You will work across Secondary schools and education settings to add clarity and coherence in SEND practice
- ☐ You will act as an impartial broker and evaluator for SEND, driving up standards and performance in line with Salford's SEND Strategy, the SEND Reforms and the Experts At Hand offer
- ☐ Key focus areas for the role will include:
 - ☐ Ensuring effective SEND leadership
 - ☐ Defining the core offer for SEND
 - ☐ Supporting the effective delivery of the Graduated Approach
 - ☐ Supporting the embedding of Ordinarily Available Inclusive Provision (OAIP) in settings
 - ☐ Refining SEND systems and processes around identification and assessment of needs
 - ☐ Supporting effective transitions for SEND
 - ☐ Upskilling the workforce through delivery of high-quality training
 - ☐ Brokering collaboration between education settings and wider services, supporting the Experts At Hand model

Job code:
Job score:
Date of evaluation:

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Key outcomes

- ☐ Children and young people realise their right to achieve their potential and the best educational outcomes they can.
- ☐ A quality and sustainable SEND workforce across education settings
- ☐ SEND practice is high quality and consistent in Salford
- ☐ There is strong impact against outcomes in terms of value for money and available resources
- ☐ Children and young people with SEND will have improving outcomes across all areas of their development.
- ☐ Children and young people will access appropriate full-time educational provision in the best environment for meeting their needs.

What we need from you

- ☐ To model and demonstrate Salford's values and behaviours.
- ☐ You will be an outstanding Secondary teaching practitioner (QTS) with a proven track record of excellence in SEND
- ☐ You will be a qualified SENCO, with Senior Leadership experience in a mainstream setting
- ☐ You will have a proven track record of success in improving attainment and outcomes for SEND
- ☐ Your passion for SEND and Inclusion will be evident
- ☐ Your resilience and communication skills will enhance strong and positive relationships with schools and education settings
- ☐ Your confidence will be able to demonstrate assertiveness and challenge where needed
- ☐ You will have negotiation skills to get the best for Salford's children and young people, and you will always strive for continuous development and improvement of the quality of SEND services.
- ☐ You will have the ability to be flexible and work under pressure with competing demands and priorities and have a good understanding of children's services and the pressures that schools and colleagues experience

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- ☐ You will have knowledge and understanding of the SEND Code of Practice and the underpinning values of the Children and Families Act 2014.
- ☐ You are developing your understanding of the SEND Reforms and willing to partake in additional reading, research and learning
- ☐ 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
- ☐ You will have knowledge and a strong understanding of good quality special educational needs provision and how this is best delivered. You will always actively promote equality and diversity.

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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.instituteofapprenticeships.com/) website.

Tailored Development

Opportunities to participate in regional and national SEND specific training and collaboration

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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.

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