

WHERE  
CAREERS  
THRIVE

When potential  
is unlocked,  
talent *thrives*



West  
Northamptonshire  
Council

## Specialist SEND Teacher

Thank you for your interest in this role. Our vision at West Northamptonshire Council (WNC) is: 'to make West Northants a great place to live, work, visit and thrive'.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career and unite you with like-minded people. When potential is unlocked, talent thrives.



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## **Purpose and impact:**

1. To provide expert advice and guidance to schools to support inclusion and provide appropriate education for pupils with SEND or with an emerging need.
2. To provide advice, guidance and support to schools to enable them to make the best possible educational provision for children and young people with SEND.
3. To support the development of schools to increase their capacity to provide inclusive and appropriate education for all children and young people.
4. To plan, deliver and lead termly SENCo network meetings as part of the multiagency partnership

## **Accountable to:**

This role is accountable directly to the Specialist SEND Teaching Service Manager. The post holders will also work closely with the Head of School Effectiveness and Assistant Director for Education. The role sits within Children's Services, part of the people Directorate in West Northamptonshire Council.

## **Responsibilities:**

1. To work with education leaders, SEND experts, and partners to implement strategies to plan for and inform teaching approaches that work system-wide to meet the needs of children and young people in mainstream schools.
2. To provide strategic advice and targeted support to schools to improve the quality, consistency and timeliness of identification and assessment of children's needs.
3. To use knowledge of the nature of specific SEND to support settings and schools to plan for effective teaching and maximise access to the appropriate differentiated curriculum in order to improve outcomes for children and young people.
4. To use specialist skills to advise on and model to schools and settings the use and interpretation of generic assessment tools and demonstrate the use of other educational appropriate strategies to support the SEND needs of children and young people.
5. To embed, monitor and evaluate the use of the SEND Ranges (Graduated Approach) and the impact of targeted SEND funding in all education settings.
6. To provide expertise, support and challenge to influence the evolution of the SEND Ranges (Graduated Approach) and Therapeutic Thinking to ensure a consistent approach across all education settings in West Northants.
7. To deliver high quality SEND training to schools, both of established programmes and in response to bespoke specialist SEND training requests.

8. To provide a specialist SEND advice service to colleagues across schools, and directorates in meeting SEND needs, using high quality evidence-based approaches and best practice examples.
9. To work collaboratively with colleagues across the wider partnership to ensure best outcomes for children and young people.
10. To analyse the effect of teaching styles on learning and development and provide sensitive feedback, support, coaching and training to develop the capacity of setting and school staff to meet a broad range of SEND needs.
11. To fulfil the SEND Code of practice (2015) requirements in working with parents/carers effectively, in line with the West Northants Co-production Charter.
12. To support the whole school and setting development of high-quality practice through the use of appropriate audit tools e.g. SEND audit to aid practitioners across educational settings to identify and address SEND friendly approaches
13. To support the development of systems within schools and settings that are pupil centred, enabling the child or young person to effectively express their views on their educational plans and progress.
14. To apply and implement quality standards for service provision (including for SEND Units in Mainstream schools) to impact on pupil progress and raise attainment in relation to outcomes for children and young people with SEND.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

## Person specification:

The requirements for the role are outlined below and will be part of the selection process. Each of the criteria listed below will be measured by:

(**A**) Application Form, (**T**) Test, (**I**) Interview, (**P**) Presentation, (**D**) Documentation.

Minimum levels of knowledge, skills experience and qualifications required for this job.

Skills and abilities:	Essential / Desirable	Measured by
Ability to access and use relevant inspection and school self-evaluation evidence to support practitioners in situ to accelerate the achievement of pupils with SEND	E	A, T, I, P, D
A Demonstrate a flexible approach to adapting strategies to changing circumstances and a responsiveness to new ideas.	E	A, I
To use solution-focused approaches to develop the skills and attributes of colleagues within the Council and across the local area SEND partnership	E	A, I
Ability to work as a member of a team, including as a member of a virtual specialist team, contributing to team and service developments.	E	I
An ability to show sensitivity to the needs of others and to the need for confidentiality.	E	A, I
Proven ability to produce clear, concise reports and contribute to ongoing assessments and reviews to service specifications.	E	A, I
Good time management and organisational skills.	E	A
A commitment to ongoing professional development, including researching and investigating current practice and expertise in specialist areas of interest to enhance the work of the virtual teams	E	A
Demonstrate effective use of Office 365 (incl. Teams, OneDrive, etc.) or willingness to undertake training during the probation period.	E	A, T, I
Ability to travel across West Northants to meet requirement of the post, using own transport	E	A

Knowledge:	Essential / Desirable	Measured by
Good working knowledge of the National Curriculum, Early Years Foundation Stage, SEN Code of Practice (2015), Equality Act (2010), Children and Family Act (2014) and Ofsted legislation pertinent to SEND.	E	A, T, I, P, D
Knowledge of best practice across autism and communication, SEMH and cognition and learning to support children and young people.	E	A, I
Knowledge and ability to contribute to assessments of children and young people.	E	A, I
Knowledge and understanding of equality and diversity issues.	E	A, I
Knowledge of the factors both within and outside schools and settings which influence the responses or behaviour of pupils and parents/carers	D	A, I
Knowledge of how teaching and learning styles affect learning outcomes	E	A, I
Knowledge of developments in SEND and Alternative Provision within West Northants, including the historical challenges that have been faced by families, and the new SEND & AP Strategy	D	A, I
Ability to monitor and evaluate interventions and plan for next steps to promote the accelerated achievement of children and young people with SEND.	E	A, I

<b>Relevant experience:</b>	<b>Essential / Desirable</b>	<b>Measured by</b>
Evidence of practical experience of working with children/young people and their families in a variety of settings.	E	A
Proven recent and successful experience in working with pupils with a range of complex SEND	E	A, I
Experience of working collaboratively with multiagency professionals, children and young people and their families	D	A, I
Previous experience of work in more than one type of setting and across more than one key stage and/or specialist education provision.	D	A, I
Experience of working collaboratively with other professionals across directorates and from Children's Services, Health, Social Care and education settings.	D	A, I
Experience of working in an advisory capacity to support the development and sustainability of high-quality SEND practice within education settings.	D	A, I

<b>Education, training and work qualifications:</b>	<b>Essential / Desirable</b>	<b>Measured by</b>
Degree level education and qualified teacher status or equivalent	E	A
Significant and recent courses linked to SEND	E	A
Post graduate qualifications linked to an area of SEND	D	A
National SENCo Award	E	A
Accredited courses in SEND	D	A

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates.

**Additional pre-employment checks specific to this role include:**

*[Enhanced Disclosure and Barring Service check, Disqualification for Caring for Children (Education), Overseas Criminal Record Checks, Prohibition from Teaching, Professional Registration, Non-police personnel vetting]*

## Day-to-day in the role:

<b>Hours:</b>	37 hours	<b>Primary work base:</b>	One Angle Square
<b>Job family band:</b>	Teachers pay and conditions	<b>Worker type:</b>	Flexible
<b>Salary range:</b>	MPS/UPS and SEN 1 or 2 depending on experience	<b>Budget responsibility:</b>	£0
<b>People management responsibility:</b>	None		

### Working conditions & how we work:

As part of the role, you will be expected to be out engaging with the sector, however there will also be times where you will be required in the office to attend meetings and to meet with members of the wider partnership and other services to ensure that support and guidance is aligned.

As such, this role has been identified as a part-flexible worker type. This means that you will be able to work from other work locations and when not working from an office you will be working remotely for up to 3 days a week (including from home).

## Our organisational values and behaviours

Everything we want to achieve for West Northants depends on having the right people in place and doing the right things and we want all colleagues to THRIVE, both personally and professionally. Our values and our behaviours framework underpin how we work and what partners and customers can expect from us. We want to do our very best for our residents, service users and businesses and for our staff – we want everyone to THRIVE.

<b>T</b> Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
<b>H</b> High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
<b>R</b> Respect	we respect each other and our customers in a diverse, professional and supportive environment.
<b>I</b> Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
<b>V</b> Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
<b>E</b> Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

**“Valuing colleagues as individuals and encompassing our different perspectives to deliver our collective ambitions. One West inclusive culture.”**

Should you require this document in another format or language, please contact: [Careers@westnorthants.gov.uk](mailto:Careers@westnorthants.gov.uk)



# When potential is unlocked, talent *thrives*

Choose a career that offers you a true sense of achievement, fills you with pride and challenges you in a positive way, everyday.

## The benefits of a career at WNC include:

- **People** are at the centre of everything we do. Without our people, we wouldn't be able to deliver services to the people in our community.
  - **Ambition** runs through everything we do at West Northants Council, we nurture and develop our people's ambition and willingness to succeed, to continually improve the service we provide to the community.
  - **Care** is at the heart of West Northants Council, we care in so many ways; seen and unseen, helping our colleagues and community to thrive.
  - **Flexibility** is key, we know work-life balance is critical to wellbeing, so we work hard to make sure our benefits package promotes and improves wellbeing; from annual leave, sick pay, family leave and flexible working, financial security offered by a local government pension scheme and life assurance, and discount schemes which make a difference to your day-to-day life, through to employee helplines offering free legal, health, financial and wellbeing advice and support.
- We want you to have balance and be happy.

