



Assistant Director of Education: SENDV and Safeguarding Candidate Information Pack





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Welcome from the Chief Executive Officer

Thank you for your interest in the position of Assistant Director of Education: SENDV and Safeguarding for Anglian Learning.

We are an ambitious, outward looking multi-academy trust consisting of six secondary schools and seven primary schools and a further primary school joining us in April this year. We are also planning for the opening of a new primary school, north of Cambridge airport in September 2022. We are passionate in our belief that all young people deserve to have access to an outstanding education; we are determined that this will be the case for all those in our communities.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to new ideas and alternative perspectives. We are firmly committed to maintain the individual ethos of each school, whilst sharing the same core Trust values and goals.

If you would like an informal discussion, please do not hesitate to contact Kathryn Oliver, Director of HR at hr@anglianlearning.org.

I hope that you find the following information useful. If you wish to apply for the role, please do so by completing the Anglian Learning Staff application form and send with a brief letter of application, outlining how your skills and experience will enable you to be successful in this role. Please send your application to hr@anglianlearning.org.

We look forward to receiving your application.

Yours sincerely



Jonathan Culpin
Chief Executive Officer



Anglian Learning, a unique multi academy trust

All members of our Trust share the firm belief that successful learning communities are underpinned by ambitious vision, trust and strong inspirational leadership at all levels of the organisation. Through membership of Anglian Learning, these values are reinforced by working with like-minded schools, leaders and teachers, to make a difference to the lives of our children and young people. We believe that we have a shared responsibility, through support and challenge, to ensure that all our academies can offer an outstanding education to all pupils. We are committed to the best financial planning and clearest governance structure with a rigorous system of checks and balances to ensure our future development and growth.

Anglian Learning is an innovative, ground-breaking partnership, formed by the voluntary merger of three highly successful secondary school academy trusts in Cambridgeshire; we recognised that uniting together as successful schools in one multi academy trust provided significantly enhanced capacity for mutual support and challenge. The founding members of Anglian Learning are Bassingbourn Village College, Bottisham Village College, Sawston Village College and The Netherhall School and The Oakes College Cambridge. We were joined in March 2018 by three primary schools, Fen Ditton, Stapleford. A further secondary school, Joyce Frankland Academy, Newport, North Essex joined us in January 2020. This was followed by four more primary schools, Howard, Linton Heights, Meadow and Pines along with another secondary school, Linton Village College joining us in April 2020. A further primary school is joining us in April this year and our new primary school, Marleigh Primary Academy is due to open in September 2022.

We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally and internationally.
- Promoting, enabling and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

The Trust Leadership Team comprises of a Chief Executive Officer, a Deputy CEO and Director of Secondary Education, with an Ofsted Inspector as Deputy CEO and Director of Primary Education. In addition, the Leadership Team comprises of a Director of Finance, Director of HR, Director of ICT, and a Director of Operations.



**Assistant Director of Education: SENDV and Safeguarding
Required from September 2021**

Salary: L20 (£67,365) to L24 (£74,295)

Pension - salary-related, defined benefit scheme that is not affected by stock market changes or performance of investments

Working Pattern: Full Time

Location: Primarily at Bottisham Village College but with regular travel across Trust sites in Cambridgeshire, West Suffolk and North Essex

Anglian Learning is a high-performing multi-academy trust. The Trust currently supports 6 secondary and 7 primary schools, educating over 7,000 pupils and employing more than 800 staff. Our schools are at the heart of their communities and as well as providing a broad, rich and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community. Anglian Learning has grown significantly with 6 schools joining the Trust last year and a further primary school joining us in April this year. We are also planning for the opening of a new primary school, north of Cambridge airport in 2022.

The Vacancy

We are seeking to appoint an inspirational and innovative Assistant Director of Education to this new Trust-wide role. The postholder will lead the strategic development of SENDV across the Trust and take responsibility for enhancing the provision the Trust makes for pupils from disadvantaged backgrounds, auditing and sharing best practice as required. They will work closely with academy leaders to quality assure provision and build capacity to ensure that the goal of the Trust to improve the life chances of SENDV pupils is fully realised. They will contribute to establishing innovative and successful practice; contributing to wider school improvement activity and will take responsibility as lead professional for safeguarding, quality assuring provision and ensuring a high quality, consistent approach to all aspects of child protection and supporting the welfare and safety of children.

Candidates must be committed to social justice for all children and young people, regardless of background and need, enabling them to be able to fully access and enjoy their education at Anglian Learning academies. They will need to care passionately about the success and wellbeing of children and young people and be able to inspire others to. They will need to be able to inspire others to drive for excellence, openly celebrating success and challenging underperformance through rigorous yet respectful leadership.

Application

For further information please download the Assistant Director of Education SENDV and Safeguarding Application Pack and an application form from <https://anglianlearning.org/join-anglian-learning/vacancies/> To apply for the role please complete the application form and send together with a letter of application of no more than 2 sides of A4, outlining how your skills and experience will enable you to be successful in this role. Please send to Kathryn Oliver, Director of HR at hr@anglianlearning.org.

Closing date for applications: Midday 12 April 2021

Proposed interview date: Week Commencing 19 April 2021

Requests for flexibility in working arrangements / patterns will be considered

Anglian Learning are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to an enhanced Disclosure and Barring Services check. The Trust welcomes applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation.

Job Description

Assistant Director of Education: SENDV and Safeguarding

Accountable to:	Deputy CEO: Director of Primary Education
Liaising with:	Trustees, Trust Executive Leadership Team, Trust Central Team, Principals and Headteachers, academy staff and external agencies
Working time:	Full time
Salary:	L20 (£67,365) to L24 (£74,295)
Disclosure Level:	Enhanced Disclosure and Barring Services Check
Location:	The post will primarily be based at Bottisham Village College but the post holder will be expected to travel to other schools within the Trust as required.

Principle Accountabilities and Responsibilities: Lead the Trust-wide Strategy for SEND

- Raise standards in learning and attainment through quality assuring, coordinating and developing the provision for children with Special Educational Needs and Disability (SEND) and for those who are vulnerable; monitoring standards and assessing progress across all Trust academies.
- Through leading the Trust SEND and Safeguarding groups, direct a joined-up approach across all academy provision (behaviour, attendance, safeguarding, curriculum) to deliver the highest levels of inclusion, attainment, achievement and attendance for all young people with SEND and / or who are vulnerable.
- Engage with research, national bodies, sources of excellence and the wider practitioner community to continually improve and enhance provision for the most vulnerable children and young people in the Trust. Champion the best practice and inspire all practitioners to enable every child and young person to achieve their potential.

SEND Provision

- Ensure every academy has effective leadership of SENDV and quality assure this work.
- Lead the Trust SENCo group.
- Develop and implement a Trust handbook to guide the work of leaders, SENCos and staff in making excellent provision for pupils with SEND.
- Advise on all aspects of SEND arrangements across the Trust.
- Develop, commission and quality assure SEND specialist services (e.g. Educational Psychologists) to support academies across the Trust. Ensure efficiencies are gained in any cross-Trust provision.
- Secure high-quality teaching and learning for pupils with SEND and / or who are vulnerable ensuring the effective implementation of Education Health Care Plans, Pupil Support Plans - Individual Education Plans, Individual Behaviour plans and systems in place to ensure the graduated approach is used well.
- Ensure adequate training and staff development needs are met with the ambition to evidence that all SEND and vulnerable pupil leads have the opportunity to demonstrate outstanding performance and contribution to SEND provision.
- Work with Trust and academy leaders to contribute to and review curriculum development ensuring that SENDV pupils experience a deep and rich curriculum enabling them to have the

knowledge and skills required to be successful. (including equal access to enrichment opportunities and careers provision).

- Support each school to establish a nurturing culture and bespoke provision for pupils with complex needs.
- Support SENCOs in the successful deployment of staff and resources across their school.
- Maintain an up to date knowledge of change in SENDV legislation and research providing leaders and SENCOs with updated information and recommended responses as necessary.
- Ensure academy websites effectively fulfil the statutory requirements for the publication of SEND and PP information. Ensure high quality information regarding the Trust, academy and local offer is available to parents.

SENDV Performance

- Support SENCOs to implement effective approaches to setting baselines for pupils who have SEND and monitoring progress against these. (Attainment and wellbeing measures).
- Analyse assessment and performance data at individual school and Trust level on a termly basis with a view to improving outcomes for pupils with SEND.
- Review the use and impact of the pupil premium. Use the information gained to inform and improve the provision for these pupils.

Relationships and Partnerships

- Motivate and enable SENCOs to carry out their roles to the highest standard through coaching and professional development.
- Establish effective partnerships with other Trusts and local authorities to develop and improve SEND provision, including implementing additional and alternative provision of high quality for pupils who need it on a long or short term basis.
- Encourage and support the participation of leaders and teachers in local SEND networks to enable improved outcomes for pupils.
- Work with Trust leaders, academy leaders and SENCOs to develop provision for family support for those who are most vulnerable.
- Develop strategies to engage the Learner Voice for young people with SENDV to secure views about provision and future opportunities to help ensure the SENDV offer continues to meet young people's aspirations and expectations.

Accountability

- Be accountable to the Trust for performance and outcomes of SENDV pupils.
- Report on a regular basis and as required to the Directors of Education, Trust Executive Leadership Team, Board of Trustees and Education Committee on performance of SENDV pupils.
- Undertake wider school improvement activity as necessary, under the direction of the Directors of Education and play an active role in contributing to the development and future direction of Anglian Learning.

Anglian Learning are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to an enhanced Disclosure and Barring Services check. The Trust welcomes applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation.

Person Specification
Assistant Director of Education: SENDV and Safeguarding

The principles on which the person specification is based have been agreed by Trustees, Trust and school leaders, and Governors. They supplement our core aims and values as an organisation. Based upon the work of the Ethical Leadership Commission, the Nolan Principles and our shared understanding of desirable leadership qualities, the principles act as a guide to leaders' individual behaviours and actions, informing all interactions with Trust employees and the wider community.

Ambitious and Inclusive

We are looking for someone who is ambitious in the delivery of excellence for themselves demonstrated through a good honours degree, QTS and a successful career as a senior leader to date. Who is also ambitious for colleagues through demonstrable impact on their engagement, wellbeing and performance. Someone who will contribute to our culture of nurturing the career of every member of staff.

We are looking for someone who is ambitious for social justice for all children and young people, regardless of background and need, enabling them to be able to fully access and enjoy their education at Anglian Learning academies. (Someone who understands behaviour as communication and understands how best to enable children and young people to be able to regulate their own behaviour and be the best that they can be.)

We are seeking someone who is knowledgeable about the barriers faced by young people who have special educational needs and how to overcome them, and who has the ambition to continually seek to innovate and improve provision in all Trust academies (for all vulnerable pupils and for those who have special educational needs) through engaging with new thinking, research and great practice. Someone who can demonstrate the ability to engage colleagues in working collaboratively both within the Trust and beyond, making the best decisions always in the interests of children and young people.

Aspirational and Respectful

Someone who passionately cares about the success and wellbeing of young people, children and adults in Anglian Learning. Who inspires others to drive for excellence, openly celebrating success and challenging underperformance through rigorous yet respectful leadership.

Someone who is passionate in championing the needs of children, young people and families who may not have – or not be able to articulate a voice. Someone who will seek out opportunities across academies and out into the

wider community to enable our families to be successful parents and all children and young people to thrive.

Someone who thinks strategically, making wise and considered decisions despite any ambiguity and complexity. A leader who clearly establishes a context for change, defines relative priority, level of precision and the definition of success.

Someone who prioritises positive communication, treating people with respect regardless of their status or situation. Who listens well and responds positively to Trust priorities.

Someone who values concise and articulate communication paying due regard to Trust expectations in both speech and writing.

Integrity, honesty and probity

Someone who is truthful, open and direct, who is quick to admit mistakes and is non-partisan during internal discussions. A leader who enhances the Trust's reputation amongst employees, parents and more widely. Before acting and taking decisions, leaders declare and resolve openly any perceived conflict of interest and relationships.

A leader who acts and take decisions impartially and fairly, without discrimination or bias; who uses the best evidence and relevant research to underpin change and development.

Someone who acts with courage to meet the Trusts values in all elements of their work, challenging when this is not the case; a leader who presents a confident and assured approach taking calculated and well thought out risks in the best interests of Trust improvement.

A leader for whom the wellbeing of all children means an unrelenting drive for excellence as standard in safeguarding, based upon the very best practice and strong partnerships.