



Dear Colleague,

Do you want to be part of something exceptional?

Thank you for your interest in joining the team at Route 39 Academy. Before you go further I will warn you that this will not be easy but I also promise that it will be fun! We are a group driven by our passion for learning and a commitment to each and every individual in our community.



I firmly believe that the time has come for education in this country to move forward into the 21st century. At Route 39 Academy we are designing a school from scratch; this is a unique opportunity to really make a difference. I am looking for colleagues to join our existing team who share the same vision and values and will work hard to make our Academy the very best it can be.

As a member of the team you will help develop the learning approach and the curriculum that will bring alive our ethos of Engage – Respect – Aspire and set the standard for years to come. We aspire to be a school that others look to for inspiration.

I look forward to receiving your application.

Regards

A handwritten signature in blue ink that reads "JKelly". The letters are cursive and fluid.

Jordan Kelly
Principal, Route 39 Academy



The Advertisement

Key information

Applications are invited from Leaders of Specialist Provision

Closing date for applications: Noon, Friday 19th May 2017

Salary: in line with national pay scales

Location: Clovelly, north Devon

Contract type: Negotiable

Contract term: Permanent

Contract starts: September 2017

Interviews: Wednesday 24th and Thursday 25th May 2017

Route 39 Academy

Do you have the ability to think outside the box? Do you welcome challenge and innovation? Would you like to join a small, dynamic team of committed teachers and help to shape a growing school? We are looking for colleagues with a track record of achievement who are able to contribute to all aspects of Academy life. Applicants should be able to demonstrate inspirational teaching and be committed to achieving outstanding outcomes for all students.

Route 39 Academy is a new 11-18 state 'free' school that opened in September 2013. We are in our fourth year and currently have 140 students aged 11-15, some of whom have already embarked upon GCSE level study. We are a new choice for North Devon and take a 21st century approach to learning. We are building a brand new school in Bucks Cross, opening in summer 2018, which will enable us to expand to 700 students, and incorporate a sixth form.

We are seeking to appoint passionate and engaging teachers who are not constrained by the traditional approach to secondary education. People who see connected learning and strong relationships as the key to success and have high aspirations for the young people they work with.

Route 39 Academy has a specialism of personalisation with an extended school day. You will be a key part of the team ensuring we provide an effective personalised and inclusive approach for all our students. While we understand some students have continuous needs, we also believe all students succeed when their individual and periodic needs are both understood and supported. You will ensure that specialist provision is accessible to all students who need it ensuring they have the best support to help them succeed both at the Academy and beyond.

Route 39 Academy is a Free School with its own terms and conditions. Staff are valued and given time during the week for collaboration and their own learning and progression. Applications are welcomed from newly qualified teachers and experienced teachers alike.

North Devon is well-known for its rugged coastline, stunning views and Area of Outstanding Natural Beauty. Its numerous beaches and surrounding countryside offer perfect opportunities for relaxation and tranquillity, as well as active pursuits such as hiking, cycling, surfing and diving. The area consists of small rural villages, with neighbouring small market and coastal towns. Local employment is mainly in tourism and farming, but there is increasing diversification as more young families move into the area. There is a range of thriving primary schools, and a strong and vibrant local community.

As an equal opportunities employer we are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. An enhanced DBS check, proof of qualifications and a medical check will be required of the successful applicant. We aim to attract the best educators to The Route 39 Academy and are committed to support the continuing development of their skills.

For more information, please visit our website: www.route39.org.uk

How to Apply

To apply, candidates should submit the following:

- An Application Form, which must be completed in full. We cannot accept CVs. Application forms can be downloaded from our website – www.route39.org.uk.
- A Personal Statement of no more than two sides of A4. Include in your statement which subjects you would be able to teach and to what level.

Please save your Application Form and Personal Statement in Word (.doc or .docx) format. If you require any assistance, please contact Michelle Carter, Principal's PA, as below. For more information about this position or to arrange an informal discussion about your application with the Principal, please contact Michelle Carter (email pa@route39.org.uk or phone: 01237 431 969).

Please note we will request references for candidates selected to attend interviews within two days of drawing up the final list.

Completed application forms and personal statements should be emailed to pa@route39.org.uk.

Job Description

Job Title

Leader of Specialist Provision

Reports to

Principal

Job Purpose

To successfully lead and manage the provision for students with Special Educational Needs and Disabilities (SEND), including the promotion of high quality teaching and learning and the maximisation of achievement for all students through the effective and efficient use of resources.

Key Functions:

To provide a support, guidance and accountability structure which sets challenging targets for all students with SEND and helps them achieve by:

- Managing the identification and assessment of students with SEND
- Organising the collection and interpretation of specialist assessment data
- Creating, implementing and evaluating individual learning plans for students with SEND
- Organising and chairing effective Annual Reviews.
- Involving the student as much as possible in decisions regarding the learning process, support and target setting
- Involving the parent as much as possible in decisions regarding the learning process, support and target setting
- Working with parents to provide advice and information on voluntary bodies, support groups to assist them with how best they can support their children at home
- Collaborating effectively with primary schools and other secondary schools and their Specialist Provisions to coordinate their contribution, provide maximum support and seek to ensure continuity of provision.

This is a key role within Route 39 Academy. It is essential that the postholder gives active support to the particular vision and ethos of Route 39 Academy and complies fully with the Academy SEND Policy.

The areas of responsibility include:

- The leadership and coordination of SEND provision ensuring that the Academy recognises and fulfils its statutory responsibilities regarding all students with EHCP

- Participation in and contribution to the strategic planning of specialist provision within the school
- The promotion and leadership of the understanding, skills and knowledge of all staff through staff development and training in relation to SEND
- The collection, analysis, interpretation and maintenance of records of all students with SEND to inform practice
- Responsibility for keeping abreast of local, national and, if appropriate, international developments in the field of SEND , exercising skilled and informed judgement and disseminating findings to the Principal and Governors.
- The efficient and effective management and development of specialist provision resources
- Designated safeguarding officer
- Designated person for Looked after Children (LAC)
- Designated person for students with EAL
- Ensuring on-going review of specialist provision, including an analysis and commentary of the impact and associated commendations
- Monitoring and evaluating the quality of specialist provision learning experiences
- Organising strategies and programmes which promote the social and emotional well being of students with SEND
- Liaising with the examination secretary to write applications for Access Arrangements needed by individual candidates for public examinations
- Contributing to discussions on extended curriculum and pathway selection for students with SEND

To ensure that all staff are motivated and supported to provide the best education for students with SEND by:

- Providing up to date professional guidance and training to support staff in providing a secure and safe learning environment for all students with SEND so that they develop into self-confident and self-motivated learners.
- Creating specialist provision schemes of learning which help students with SEND become effective learners
- Ensuring high standards of teaching and learning for all students with SEND by the identification of the most effective strategies for each individual student
- Working collaboratively with subject teachers in a variety of ways including modelling effective teaching styles and Learning Habits appropriate to the needs of students with SEND
- Contributing to whole school training, ensuring specialist provision is a whole school issue
- Organising regular and strategic training for the Learning Mentors and Coaches which enables them to effectively support literacy and numeracy as well as the wider curriculum
- Monitoring progress of objectives and targets for students with SEND and using the information to review learning plans and so raise achievement so that the progress of students with SEND improves in relation to

those students without SEND

Facilitate a secure and safe learning environment for students with SEND so that they develop into self confident and self motivated learners who feel a valued member of the community by:

- Contributing to whole school input in a way which supports the Route 39 Academy ethos
- Helping all members of our community understand the nature of SEND, including adults and students
- Setting clear standards for positive behaviour and taking appropriate action when things go wrong
- Facilitating restorative approaches for students with SEND or acting as an advisor and support for students with SEND in restorative meetings
- Involving the parent in restorative work and ensuring effective communication with parents so that they can support the school and their child

Ensure excellent specialist provision teaching and learning that engages and inspires learners by:

- Identifying and adopting the most effective teaching approaches for students with SEND
- Monitoring teaching and learning activities to meet the needs of students with SEND
- Planning, coordinating and teaching specialist provision classes as appropriate
- Leading regular discussions with staff and identifying associated training needs
- Leading training and the procurement of any specialist training
- Tracking the impact of specialist provision
- Using data to inform and plan specialist provision developments

To ensure effective transition and primary liaison to give all students the best possible start at Route 39 Academy:

- Ensuring that all students entering Route 39 Academy are assessed for reading and spelling age as well as mathematical competencies and gaps
- Collating SEND transition data and organising specialist provision files
- Attending and leading or contributing to transition reviews
- Profiling and advising on personal coaching groups and disseminating student SEND information

Other Professional Requirements

- To carry out other reasonable tasks from time to time as directed by the Principal
- The Specialist Provision Coordinator is line-managed by the Principal
- The Specialist Provision Coordinator line-manages learning mentors and coaches

Person Specification

Essential	Desirable
Qualifications and Training How assessed: application form	
<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of recent professional development in SEND 	<ul style="list-style-type: none"> • Evidence of further professional study at the level of National SENDCo qualifications
Experience How assessed: application form; personal statement; references; interview	
<ul style="list-style-type: none"> • Recent experience of leadership and management in the area of SEND • Outstanding teacher with evidence of successful teaching in a primary or secondary school • Recent experience in a primary or secondary school • Outstanding knowledge and understanding of the range of complex needs experienced by youngsters who find it challenging to access the normal school curriculum • Up to date knowledge of curriculum and assessment, the development of literacy across the curriculum and changes to the code of practice • Ability to use data and strategic information to raise student attainment • ICT competency • Knowledge and understanding of safeguarding issues 	<ul style="list-style-type: none"> • Understanding of SEND funding • Ability to work with management information systems • Knowledge and understanding of inclusion in a whole school setting • Evidence of successful experience as a SENDCo or Assistant SENDCo • Knowledge and understanding of Project Based Learning • Knowledge and understanding of Learning Habits. • Successful experience of a leading a significant 'new initiative' • Experience of partnership working

Essential

Desirable

Knowledge & Professional Qualities

How assessed: personal statement; assessed tasks; interview; references

- Ability to set clear expectations, to demand high standards and to hold others to account
- Positive attitude towards change; innovate and self-reflective
- The ability to plan and prioritise, to complete tasks efficiently on time & to work with detail
- The ability to motivate and enthuse colleagues
- Excellent communication and interpersonal skills
- Ability to chair meetings effectively and delegate
- Good negotiating skills and the ability to diffuse situations
- Resilient when faced with complex situations

- Excellent presentation skills with the ability to lead training
- Experience of leading a team of teachers and support staff
- Experience of working with a variety of SEND in a variety of different contexts
- Experience of partnership working with parents
- Ability to drive a minibus

Additional Requirements

How assessed: personal statement; assessed tasks; interview; references

- Commitment to continuous improvement
- Commitment to meeting the needs of all students
- Sense of humour, presence, drive, passion and flexibility
- Able to work independently and as part of a team
- Approachable and sensitive to the needs of others
- Openness and willingness to address and discuss relevant issues
- Demonstrate an understanding of and show support for the Academy vision

- Willingness to take part in extra-curricular and extended curriculum activities, including trips and visits, and to make a significant contribution to the wider life of the Academy