



Perryfields Academy
'Together we achieve excellence'
SENDCo - Maternity Cover
Application Pack



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Welcome from the CEO

Thank you for your interest in this opportunity. I hope you find this information pack helpful, and that it furthers your aspiration to work with us. Please do take some time to read our values statement, contained within, which very much sets the scene for our work ethic.

We are a small academy trust with big ambitions. We're here to give children and young people a lifelong love of learning and equip them with the skills they need to realise their personal ambitions. Our schools are places where children flourish, in environments that celebrate success, deliver academic excellence and foster curiosity, inclusivity and creativity.

If you join us, you can expect equal emphasis on your development as a professional. We will support you in continually developing your skills and career, which could take you anywhere within our expanding network of schools.

We create exciting futures – both for our learners and our staff, and we'd love to welcome you on board.

I look forward to hearing from you.



Claire Pritchard, CEO



About Our Trust

Our Vision

Broadleaf Partnership Trust will lead and enable community centred schools that raise and realise aspirations, celebrate successes, and promote a lifelong love of learning.

Our Values

Aspiration- We celebrate a culture of continuous improvement, where all stakeholders are motivated to achieve the very best for every child. We aspire to create learning environments that foster curiosity, inclusivity, talent and creativity so that every child is encouraged to recognise their potential and develops ambitions that reflect their future goals.

Alliance- Working in partnership across our schools and in affiliation with stakeholders, across the education sector and beyond, we can access information and networks that help to continually develop our people, communities and practice. Our collaborative approach enhances the strength of unity across our Trust whilst simultaneously recognising the uniqueness of our schools. We align many of our operational aspects whilst empowering learning leaders to meet the curriculum needs of their community.

Agility- We are agile in our approach, embracing change, and focused on excellence. We ignite and harness people's passion by encouraging experimentation and innovation to make learning meaningful, build organisational resilience and ensure our approach stays current. We adopt a culture of shared and servant leadership across our Trust that enables action and provides the flexibility to respond and adapt to the ever-changing climate.



Broadleaf Partnership Trust
Upper Holland Rd
Sutton Coldfield
Birmingham
B72 1RB



Plantsbrook School
Upper Holland Rd
Sutton Coldfield
Birmingham
B72 1RB



Perryfields Academy
Oldacre Rd
Oldbury
West Midlands
B68 0RG



Town Junior School
Ebrook Rd
Sutton Coldfield
Birmingham
B72 1NX



Holland House Infant School & Nursery
Ebrook Rd
Sutton Coldfield
Birmingham
B72 1NX

Welcome from the Headteacher

I am very proud of the Academy and the progress we continue to make towards becoming an outstanding provider of education. We are a fully inclusive community that welcomes children with all abilities. Perryfields is a vibrant and caring school that places the students at the centre of each decision we take.

In May 2021, we were delighted for Perryfields to become part of Broadleaf Partnership Trust. We continue to enjoy working collaboratively within a small network of academies, to provide opportunities for both our students and staff to thrive and excel, whilst maintaining our individual flair as an academy.

Whilst at Perryfields, our students are empowered to be aspirational, resilient and independent learners. Our broad and balanced curriculum helps to cultivate the individual, fostering a love of learning and the desire to achieve. It is designed to enhance the development of our students with both subject specific and transferable skills, preparing them for the future and wider-world. This is reflected in our consistently good exam results.

Underpinning our culture of ambition is a strong and supportive pastoral system. The promotion of positive mental health and wellbeing encourages our learners to unlock their potential, within a kind and friendly environment. We equip our students with the life skills they need to succeed both academically and socially, so they can be well-rounded members of the wider community.

We pride ourselves on working as a united team with our students, staff and families. Together, we strive to achieve excellence.

Clare Harris, Headteacher



About Our School

Welcome to Perryfields Academy

Vibrant, inclusive and welcoming, Perryfields Academy in the West Midlands is a co-educational secondary school where students' needs come first and together we achieve excellence. We're here to help everyone realise their potential, treating children as individuals to recognise and realise their talents and aspirations.

Join us and you can expect extensive investment in your professional development as well as an enriching career path that could take you anywhere within the multi-academy Broadleaf Partnership Trust. We've been serving the local community since 1956 and now we have the backing of a supportive and ambitious Trust, the sky is truly the limit.

We're passionate about the possibilities of lifelong learning and believe that intellectual curiosity is the key to a rewarding, productive and satisfying future. If you share our approach, we'll place you at the heart of everything we do and help you make your ideas and vision reality.

In December 2022 Perryfields received the fantastic news that the Department for Education has prioritised the academy for its School Rebuilding Programme. With brand new facilities on the horizon and the impact these will have upon an already rapidly developing new academy, exciting times lie ahead. It is certainly a great time to be joining Perryfields.

But that's not all.

You can also expect an exceptional rewards package, including a cashback healthcare plan, free GP helpline service for you and anyone in your household, employee assistance scheme (offering free and confidential advice and counselling), opportunities to receive career coaching and a cycle to work scheme.

Join us and you start a journey that could take you anywhere.



Quick Facts

Headteacher: Clare Harris

Pupils: 1000

Staff: 127

Ofsted: 2018 Good

Information correct as at Sept 2022



Job Description

Title of Post: SENDCo

Status: Full time - Maternity Cover - Term time only
Working hours to meet the business needs of the Trust

Salary: Dependant on qualifications and experience

Contract Start Date: September 2024

Inclusion / SEND Department

Perryfields Academy is a fully inclusive mainstream secondary school, which is committed to meeting the needs of all students, including those with special educational needs and disabilities (SEND). We aim to celebrate their success and increase their development through a diverse mainstream curriculum with integrated specialist support and varied teaching styles so that they gain the skills and confidence they need in their future lives. All members of Perryfields Academy are entitled to be valued equally and to enjoy respect as individuals.

The Inclusion team is led by Sarah Thompson, SENDCo/Assistant Headteacher, and Siobhan Bradley, Assistant SENDCo. We have two intervention coordinators, one for SEMH and one for Learning. We also have an Inclusion manager who runs the Inclusion base for students who are unable to access their lessons and a study support teacher who leads small intervention classes for English and Maths. In addition to this, the team are supported by a full time SEND administrator. The team is made up of 9 LSPs who have a wide range of knowledge and experience. All LSPs are key workers and lead intervention groups / small group work on a weekly basis.

Our aim is to identify any student's SEND need as early as possible in order to put in place appropriate interventions and resources. Students who face challenges in their learning, despite receiving high-quality teaching, will be likely to need additional strategies, or different provision, in order to meet their needs, removing barriers to learning by deploying effective special educational provision. We also have a specialist team to support students with SEMH needs.

The Inclusion department run a wide range of interventions and provisions on offer at Perryfields and these are open to all students. We run over 20 intervention sessions per week. These range from: Sandwell Numeracy, VIP, Stairway to Spelling, CBT and socials skills. Additionally, we run a wide range of activities to support SEND students including homework club, lunch and break Time Social Clubs.

Job Description

JOB PURPOSE

- To assist the Headteacher in the leadership and management of teaching and learning in the school, to achieve the outcomes required by Government regulations and the school development/improvement plan adopted by Broadleaf Partnership Trust.
- Determine the strategic development of special educational needs (Inclusion) policy and provision in the school.
- Be responsible for day-to-day operation of the Inclusion policy and co-ordination of specific provision to support individual pupils with SEN or a disability.
- To take particular responsibility for developing Inclusion, ensuring that students with all types of Special Educational Needs make progress.
- Provide professional guidance to colleagues, working closely with staff, parents and other agencies.
- The SENCO will be expected to fulfil the responsibilities of a teacher, as set out in the STPCD.

PROFESSIONAL DUTIES

- To undertake the duties and responsibilities of a classroom teacher as required by the Headteacher (see extract from School Teachers' Pay and Conditions Document).
- To fulfil the requirements of Perryfields Academy generic Subject Leader job description, namely to take responsibility for Teaching and Learning within the department/team by:
 - Providing a vision and sense of purpose
 - Creating a positive culture in which the whole department/team strives to succeed
 - Providing an enthusiastic role-model
 - Taking a pride in and rewarding the achievements of staff and students
 - Supporting, encouraging and leading the professional development of team members
 - Taking ideas to Senior Leadership.

To monitor the effectiveness of provision for SEN students across Perryfields Academy by ensuring that the following things happen:

- Students' performance is monitored by annually sampling the work of every class and is discussed departmentally, where appropriate
- Results are analysed and targets are set- the department follows whole school policies, including those on marking and assessment, rewards, behaviour and classroom observation
- Progress is planned for through the Departmental Improvement Plan and in Schemes of Work- there is a system for managing student behaviour within the department/team
- Being observed teaching
- Watching teachers teach.



Job Description

- To manage resources e.g. by deploying staff and managing capitation.
- To lead, manage and develop the Inclusion Department and make an impact on the educational progress of SEN pupils other than the teacher's assigned classes or groups of pupils.
- To develop a coherent vision for Special Educational Needs, working with the SLT link for Inclusion, to develop policy and strategic direction thereby ensuring a high quality learning experience for all students with special educational needs.
- To lead and manage the implementation of the annual review process for individual SEN students.
- To lead and manage CPD provision for Teaching Assistants.
- To lead, develop and enhance the teaching practice of other staff in Inclusion.
- To exercise line management responsibility for a significant number of people, i.e. those teaching and supporting students with SEN.
- To work closely with external agencies and parents and carers to support students to achieve their potential, including through alternative provision.

LINE MANAGEMENT RESPONSIBILITY

- Required by the School Teachers' Pay and Conditions Document to carry out the professional duties of a teacher under the reasonable direction of the Headteacher of the School and to report for the purposes of day to day management to a member of the Senior Leadership Team, acting as a supporter.
- Responsible for the management, direction and supervision as appropriate of designated employees and other people as specified by the Headteacher.

PERFORMANCE MANAGEMENT AND DEVELOPMENT

- Teachers on the Main, Upper and Unqualified Teachers' pay scales will have their salary reviewed annually in accordance with the Trust Pay Policy.

If appropriate, for the postholder:

- UPR: An application from a qualified teacher to progress on to the upper pay range will be successful where they can demonstrate that they meet not only the Teachers' Standards, but are highly competent in all elements of the standards and that their achievements and contribution are substantial and sustained.

REVIEW AND AMENDMENT

This job description is normally subject to annual review. It may be amended at the request of the Headteacher or the postholder but only after full consultation with the postholder.

Person Specification

Qualifications

- Qualified Teacher Status
- National Award for SEN Co-ordination.

Professional Qualities

- Have a detailed knowledge of the new SEN Code of Practice 2014 and proficiency in delivering a range of programmes and interventions which can enhance learning.
- Be an excellent classroom teacher.
- Have good classroom management skills and be able to help other departmental colleagues if needed.
- Be committed to teamwork as a style of management, both within the department and within the school.
- See your subject as being part of a wider picture which includes the whole curriculum.
- Be committed to improving student achievement, including monitoring attainment, target setting and mentoring underachievers.
- Be an efficient administrator.
- Be committed to staff development and training, including performance management.
- Be committed to equal opportunities and success for everyone in a comprehensive school.
- Be committed to safeguarding and promoting the welfare of children and young people.
- Be committed to the concept of the school at the heart of the community.

Personal Attributes

- Enjoy working with young people and treat them with respect
- Be able to motivate and inspire students
- Be optimistic, enthusiastic and 'generous of spirit'
- Have a sense of proportion and humour
- Be equally literate and numerate, including using ICT
- Have the personality to deal with student discipline problems firmly and fairly
- Creativity and ability to think laterally
- A 'can do' approach and positive outlook
- Ability to adapt to a variety of situations

Experience

- Experience of supporting young people 11-16 years.
- Previous experience in a school environment working with students
- Working in a school environment, or in another role with children and young people
Safeguarding
- Displays commitment to the protection and safeguarding of children and young people.
- Sound knowledge of GDPR due to managing sensitive information.
- Be able to confidently navigate Arbor and Class Charts

Benefits Beyond the Classroom

Employee Assistance Programme

Our EAP provides 24/7 access to a range of health and wellbeing services either via the phone or online, including structured counselling sessions, wellbeing resources, and financial and legal advisory services from trained experts.

24/7 GP Service

This service enables you and your immediate family access to a private GP service at any time of day or night. Appointments can be booked at a time to suit you, allowing you easy access to medical advice and diagnosis, private prescriptions and fit notes.

Health Cash Plan

Our health cash plan allows you to reclaim costs related to dental, optical, therapeutic and other health related expenses, including diagnostic consultations, screening, hearing aids, surgical appliances and NHS prescriptions.

Cycle to Work Scheme

This salary-sacrifice scheme allows you to purchase tax-free bicycle and safety equipment, spreading the cost over 12 or 18 months.

Shopping and Lifestyle Discounts

Wider Wallet is an online discounts platform providing a range of offers and discounts from well-known retailers and high-street brands as well as discounts on dining, travel, technology, entertainment and days-out.

Other Benefits

- Opportunities for career progression within an innovative and collaborative Trust
- Excellent CPD opportunities, including Coaching, tailored to support you throughout your career
- High-quality and comprehensive ECT development programme
- Flexible Working practices & supportive Time Off Work Policy
- Generous pension schemes



PENSION

How to Apply

If you are enthused by this exciting opportunity and want to join our team at Perryfields Academy we'd love to hear from you.

For further information and to apply visit our career site
www.mynewterm.com/school/Perryfields-Academy/148267

Closing Date*: 12th July 2024
Interviews: TBC

*We reserve the right to close the advert early if a strong field of applicants is received prior to the closing date.

If you would like to speak to someone in advance of your application, or arrange an appointment to visit us, please contact Mandy Samra on 0121 421 7979.

Further information including an Applicant's Guide, Privacy notices and our Recruitment and Selection Policy can be found on our career site.

We are committed to equality and value diversity, and therefore particularly welcome applications from under-represented groups.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, which means certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers. If they are disclosed, they will not be taken into account.

Broadleaf Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an Enhanced DBS check, including a Barred List check.

