

## **Job Profile**

**Job Title: Inclusion Teacher/Area SENDCO**

**Job Grade: MPR/UPR +SEN1+TLR2B**

**Salary Range: £34,502-£53,482, SEN1 £2,384 TLR2B £5,022**

### **About Camden**

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

Camden's vision for all those with special educational needs and disabilities is that they achieve well in their early years, at school, in adolescence and go on to lead happy and fulfilled lives in adulthood. To achieve our ambitions for children and young people with SEND, we will continue to focus on taking actions to reduce inequalities and closing the gap between those who already do well and those who may need extra support to thrive. Where possible we believe that every Camden child and young person should be able to access the support they need in the community near where they live. Camden is committed to early intervention and prevention, providing early help in a timely way so that the needs of local children and young people are met at the right time with the right support. Making sure that we identify needs early and provide the right support, is key to improving outcomes for children and young people with SEND.

### **About the role**

The role of inclusion teacher in the Inclusive Intervention Team is integral to Camden achieving its aims for children in the Early Years. Inclusion teachers work as part of a multidisciplinary team providing specialist advice, guidance and support to Early Years Settings and nursery classes in schools, supporting them to meet the needs of children with special educational needs and disabilities. The role combines the responsibilities of the Area SENCO in the SEND Code of Practice (2015), with the knowledge and skills of a specialist SEN teacher with specific expertise in the Early Years.

### **About you**

- Qualified teacher status, DFE teacher reference number, and a minimum of 5 years recent teaching experience with a least 2 in the early years.
- Evidence of continuing professional development in SEN. This may be in relation to a specialism (e.g. Autism/social communication/Down's syndrome/ PMLD), specific programmes of intervention (e.g. PECS, Makaton, TEACCH), or an academic qualification in SEN (e.g. Masters level study).
- A detailed understanding of child development, the Early Years Foundation Stage, SEND Code of practice 2015, Children and Families Act 2014 , the Equalities Act 2010, and other associated legislation applicable to early years.
- A detailed understanding of inclusive practice and provision. In depth knowledge of a range of evidenced-based interventions for children with SEND in the early years, and experience in applying these at a whole class, group and individual level.
- Ability to integrate a range of assessment information, including direct observation of children with information provided by parents/carers, nursery staff and other professionals, and to use this as a basis for collaboration with others to plan next steps for a child.

- The ability to take a strategic oversight of children's individual programmes over time, supporting staff in settings to understand how to keep accurate records of children's responses to interventions and how to monitor progress over time.
- The ability to demonstrate interventions to early years staff, and support/coach others to build on their skills and learn to adapt interventions to individual children's rate of progress.
- Excellent written communication skills for communication with others about children. (e.g. experience in writing reports and IEP/Behaviour Support Plans or equivalent documents).
- Strong interpersonal skills and the ability to establish and maintain constructive and open working relationships, in order to work effectively with parents, other team members, nursery staff, and other education, health and social care colleagues, achieving positive shared outcomes.
- To have excellent training and presentation skills and confidence to communicate effectively and with confidence in group situations. Ability to utilise ICT equipment and manage electronic recording, filing and storage systems.
- Ability to plan, organise and prioritise own workload and organise time effectively.
- To have a full understanding of confidentiality and its importance in the workplace and in the protection of client information.
- Evidence of a commitment to inclusive practice and equality of opportunity for young children with SEN and disabilities.
- To have knowledge of the ethnic, religious, and cultural diversity with Camden's community, and an understanding of how this influences family experiences and understanding of special educational needs.
- An understanding of safeguarding procedures and an ability to use this knowledge in practise

#### **Work Environment:**

- Although this job is based at 5PS the post-holder is required to visit schools, early years settings and agencies across the borough on a regular basis. The post holder is required to undertake home visits as necessary
- This post reports to the Inclusive Intervention Team manager
- The post-holder will need to be positive, innovative, flexible and have an ability to adapt to changing and challenging requirements as they occur
- The post holder may be required to work outside of normal hours, on occasion, with due notice

#### **People Management Responsibilities:**

N/A

#### **Relationships:**

- The post-holder will work in collaboration with other Inclusive Intervention Team members to achieve the team's overall objectives.
- The post-holder will work in collaboration with parents and staff in early years settings and schools, and also colleagues in health, social care and education, (e.g. Camden MOSAIC, colleagues in the Primary Learning Support Service, Special Education and Inclusive Intervention Service and the Integrated Early Years' Service) in order to identify, plan for and meet the needs of children.

#### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG