



**Role Title:** SEND Support Lead

**Department:** Childcare

### **About the role**

As SEND Support Lead, you will work and report directly to the Head of Educational Excellence and work in unity with the Excellence team to raise awareness, supporting children, families and nursery teams to ensure all Little Pioneers nurseries are inclusive of all children's needs.

You will be responsible for leading the SENDCo network across the Childcare group, supporting nurseries to deliver outstanding care and unrivalled early education to children in with emerging or identified special educational needs and/or disabilities.

### **What you'll be doing**

- Support the Excellence team by positively contributing to the success and decision making of all related aspects of the educational and quality assurance strategies
- Provide leadership and professional perspective to the practice of early years teaching that intertwines co-op values with big difference initiatives and accreditations to best drive child development that also aligns with the EYFS
- Ensure a joined-up approach with the Excellence, Regulatory, Learning & Development and Operational teams to collectively achieve our goals
- Be an advocate and demonstrate a positive commitment to our educational distinction and fresh approach to learning
- Have a clear vision for a progressive offering for children with SEND and develop our teams with CPD related to SEND practices
- Ensure that robust and scalable processes are in place to ensure all nurseries continually deliver outstanding SEND practices, any challenges being promptly responded to
- Lead the day-to-day operation of the SEND policies and procedures across the group, co-ordinating support across Nursery SENDCos and liaise with the Excellence team regarding support
- Design and lead the delivery of appropriate training sessions to support SENDCos and their respective teams across the Childcare group
- Liaise with senior management to co-ordinate appropriate training and focussed support to enhance the teams CPD.

- Produce accurate and appropriately evidenced reports based on sound evidence, that provides clear recommendations for improvement and assessment of SEND practice
- Prepare briefings for the senior team as required
- Take appropriate action with underperforming nurseries; recognising and evidencing poor practice, including that relating to the management of safeguarding issues
- To work in collaboration with senior management to evaluate and audit the SEND offering across all nurseries
- Create a network with external agencies including the Local Authorities and relevant professionals
- Support Nursery SENDCos and team members to liaise with families of children with additional needs to discuss any additional support for the individual child
- Liaising with and advising Nursery SENDCos/team members to enhance their knowledge and support for children with additional needs
- To liaise with the Operations team to ensure specific training, induction, and evaluation of SEND knowledge and support across new sites and acquisitions.
- To lead the SEND Support team to co-ordinate and facilitate induction sessions for new Nursery SENDCos
- Support nurseries to implement Little Pioneers/local authority Individual Educational Plans in line with the Little Pioneers Graduated Approach set out in the SEND Code of Practice
- Adhere to all regulatory requirements within your area of responsibility, ensure that all teams understand their regulatory obligations and responsibility for implementation of associated practices and that administration is correctly complied with
- Work in partnership and liaise with external providers to keep up to date with new thinking, legislation changes within the sector and Ofsted regulations.
- Create an environment where everyone plays as a team, can achieve their full potential, are ambassadors of the Little Pioneers culture and values and thrives on feedback
- Develop, foster and sustain a positive and inclusive culture, which encourages learning, creativity, collaboration, partnership, well-being and a sense of togetherness
- Actively support our regional community strategy through personal involvement
- Be a role model for exceptionally high standards, never cutting corners
- Use interpersonal skills to develop professional and collaborative relationships across the group and society
- Keep confidential all trading and other sensitive information both within and outside of work

## About You

- Demonstrated experience within a leadership and management position
- Proven experience in terms of leading, training and support teams regarding SEND in Early Years
- Extensive knowledge of legislation relating to children with Additional Learning Needs specifically in relation to the SEND Code of Practice.
- Excellent knowledge of child development and can work and communicate effectively with families & other professionals.
- Knowledge of implementing strategies/provision to support children with SEND in Early Years
- An ongoing awareness of the current developments in area of expertise
- Experience of applying for SEND Inclusion Funding and EHCPs
- Demonstrates a strong focus on always improving outcomes for children
- Good IT skills – Word, Excel and Power point. Experience of using technology and data to support performance improvement
- Be able to travel nationally
- Current driver's licence

## Scope

- Reports to: Head of Educational Excellence
- Budgetary Control: The Early Years SEND Support Manager is accountable for SEND inclusion funding, Disability access fund (DAF) and other SEND funding streams
- Key internal contacts are COO, Senior Childcare Teams
- Key external contacts are Regulatory and professional bodies, parents, sector organisations