



Olive Academies

Assistant Headteacher SENDCo

OA – North View, Tilbury

- Leadership 7-11, Fringe
- Teachers' Pension Scheme
- OA benefits package

To arrange an informal discussion or to visit
Olive Academies, please phone 01708 592717

[Apply now](#)

Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.

About Olive Academies

Established in 2013, Olive Academies is a growing multi-academy trust, specialising in alternative provision. Comprising five academies in London and East England, we provide education to children and young people between 7 and 16 who have been excluded, or are at risk of exclusion, from a mainstream school, and those who are unable to attend mainstream school due to medical needs.

We believe that every child and young person has right to learn and the ability to achieve. Our mission is to provide our pupils with creative, nurturing and inspiring learning opportunities which re-engage them in learning and transform their lives. This is reflected in our core values, which underpin everything we do:

- Conviction: everyone has the capacity to reach their potential
- Determination: not giving up on those who have not experienced success in their lives
- Ambition: all challenges can be overcome, and education is an important lifelong journey
- Reflection: learning from experiences and developing a capacity to improve further

In addition to our school-based provision, we support mainstream schools with outreach and specialist expertise – working towards our objective of preventing exclusions.

We employ over 120 members of staff, who all contribute to the success of our academies and the OA network as a whole. From teachers, trustees and senior leaders to administrators and support staff, everyone has a crucial role to play.

We truly value our staff and care about the support and development opportunities that are in place to help individuals fulfil their role. We actively encourage continuous professional development (CPD) and support our staff to participate in CPD activities, as well as providing a bespoke career pathway programme. We offer flexible working arrangements, provide numerous wellbeing initiatives and a well-rounded benefits package.

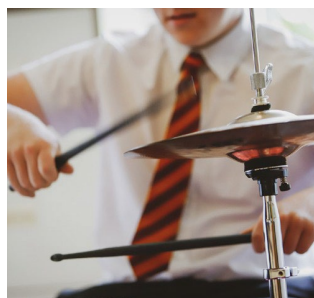
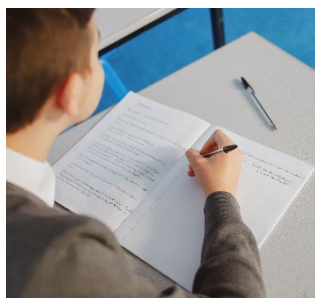
Working in alternative provision can be challenging but is also incredibly rewarding; this is your chance to play a part in improving the education and lives of some of the most vulnerable children and young people in the country.

If you have the experience and enthusiasm to join us on our journey, we would love to hear from you.

Thank you for your interest.

Mark Vickers MBE

Chief Executive



"I have never worked anywhere like Olive. **Staff work as a collective** and there is **so much support and enthusiasm** to make THE difference. I see colleagues caring so much and they have a relentless drive to support students."

"The education we provide is **so much more than a subject**. For some of our young people we are the only constant trustworthy adult in their life."

"Knowing that **we can make a difference** to the pupils when they have been failed in other settings is **hugely motivating**. The look of pride of a 14 year old's face when he realises he can read is amazing and then hearing from others how this really has opened up a curriculum for him is **something I had never experienced before**."

"Everyone's **ideas and experience is genuinely valued**, no matter your role."

"I like having to **think outside of the box** and **adapt my ways of working**, whether that's teaching phonics whilst playing with small world or practising times tables when playing football! I enjoy every day at Olive."

Job description

We are seeking to appoint an assistant headteacher SENDCo to support the leadership at OA-North View, a new 30-place AP SEMH provision in Tilbury, Essex, planned to open in September 2025. Our ideal candidate is an experienced teacher who will support whole-school SEND practice, developing partnerships with external agencies and parents/carers in supporting pupils with SEND.

This is an exciting opportunity to support the setup of the new provision, working with the Head of School, Executive Headteacher and other trust leaders to build a team, and plan and run a transition programme to support pupils and their families. Once open, you will support the day-to-day management and leadership of OA - North View by ensuring the vision and values of the trust are embedded and achieved. You will play a vital part in the school as a leader ensuring it is a beacon of best practice in the education and care of pupils who have experienced considerable difficulty in a mainstream school so that they can re-engage with education, make good progress, achieve academically, and, wherever possible, return to a mainstream education. The successful candidate will:

- Be pro-active in providing professional guidance to all school staff, to ensure that the **best strategies** are employed for SEND pupils to **secure high-quality teaching and learning**
- Have a **full and detailed knowledge of the SEND code of practice** and ensure that the statutory obligations are met in our school. **Champion best practice in SEND provision**; demonstrate the highest quality of teaching, learning and assessment through your own practice
- Take a leading role in **developing partnerships with external agencies and parents/carers** in supporting pupils with SEND; ensuring that **pupils' views** are considered and acted upon appropriately.
- Maintain documents which **track and evaluate progress of pupils with SEND**; ensure that **EHCP plans** are in place and effective, where needed.
- Lead by example, providing **inspiration and motivation** to staff and pupils; ensuring positive pupil progress and outcomes.
- Work as part of the school's Senior Leadership Team to **develop and deliver the shared vision and strategic improvement plan** for the school - inspire, challenge, motivate and empower others to attain ambitious outcomes.
- Support staff in identifying needs and establishing **baseline data** for pupils on entry to the school and ensure this information is recorded and shared with stakeholders.
- Take responsibility for a **system to review EHCPs** this will include liaising with all stakeholders, including the local authority and other relevant agencies.
- Using the graduated approach, **regularly monitor progress** against targets for pupils with SEND; evaluate the effectiveness of teaching and learning by work analysis and use these evaluations to guide future improvements. This will include making EHCP referrals when appropriate.
- Work with leadership colleagues, including those responsible for literacy and careers, to **develop pupil-centred plans** and share with all stakeholders.
- Take responsibility for your own **professional development** by actively seeking opportunities for learning and development and deliver high-quality CPD to school staff as required with a focus on sharing the latest thinking and practice in SEND provision.
- **Analyse and interpret** relevant school, local and national information relating to pupils with SEND and advise the Senior Leadership Team on the level of resources required to maximise achievement.
- Accountable for **promoting and safeguarding pupils' welfare and personal development** as part of the school's approach to SEND support.
- Work with key stakeholders to **implement** well-considered, efficient and effective **systems and processes for SEND**; work with the SENDCos in mainstream schools to ensure **effective handover/transition of our pupils**.
- Work closely with the school's Designated Safeguarding Lead and ensure that all **due processes are adhered to** in regard to child protection and safeguarding procedures.

Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the Head of School to carry out appropriate duties within the context of the job, skills and grade.

Person Specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

Qualifications and Training

First degree or equivalent	A	Essential
DfE recognised qualified teacher status or Qualified Teacher Learning and Skills status	A	Essential
Evidence of CPD which enhances classroom practice and relevant to a strategic leadership post	A	Desirable
National Award in Special Educational Needs Co-ordinator	A	Essential

Experience

Evidence of recent successful classroom practice	A	Essential
Experience of leading and demonstrating a positive impact on school improvement	A, I	Essential
Experience of line management and holding others to account	A, I	Essential
Experience of managing teams, development of colleagues and leading progress	A, I	Essential
Track record of being a good and outstanding classroom practitioner; delivering effective intervention strategies - with the ability to model teaching and learning strategies for SEND pupils	A, T, I, R	Essential
Experience of using assessment data to ensure effective pupil progress, raise standards and achieve outstanding pupil outcomes	A, I, T	Essential
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Essential
Experience of working collaboratively with others, including other schools and partners	A, I	Essential

Knowledge

Excellent knowledge and awareness of the SEN code of practice	A,I	Essential
Thorough knowledge of statutory requirements for Access Arrangements	A,I	Desirable
Excellent knowledge of safeguarding legislation and best practice	A,I	Essential
Excellent knowledge of whole-school quality assurance and accountability	A,I	Essential
Broad knowledge of innovations and strategies for management of behaviour and attendance in an alternative provision setting	A,T,I	Essential
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A,T,I	Essential
Up-to-date knowledge of specialised curriculum for young people with SEMH and SEND	A,T,I	Essential
An understanding of disadvantage and alternative provision settings	A,T,I	Essential
Knowledge of coaching and mentoring systems (for staff and pupils)	A,I	Desirable

Skills and Abilities

Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)	A, T, I	Essential
Ability to teach KS3 and KS4 across subject, age and ability range	A, T, I	Essential
Ability to reflect and self-evaluate	A, I, R	Essential
A track record of being an excellent classroom teacher with the ability to model best teaching and learning practice across the school	A, I, R	Desirable

Personal Aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to an open, collaborative style of management	I	Essential
Concern for the development of colleagues and members of the wider school community	I	Essential
Commitment to your personal and professional development and that of all staff	A, I	Essential
Convinced of the transformative nature of excellent education	A, T, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
A personal commitment to promoting inclusion, diversity, and access	A, I	Essential
A commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

Transform young lives with Olive Academies Trust

Thank you for your interest in working with Olive Academies.
We look forward to receiving your application.

[Find out more and apply.](#)

[f](#) [in](#) [t](#) [oliveacademies.co.uk](#)