



Hatton Special School

Lead Practitioner For Communication Development and Support

Application pack

Job description

and

Person Specification

Welcome from the headteacher

Thank you for your interest in the communication lead practitioner post at Hatton Special School.

I joined the school in September 2023 and feel privileged to be working with such an amazing group of pupils and a friendly, committed and talented staff team.

We have 199 pupils on roll, most with a diagnosis of autism. They are grouped in 26 classes, two of which are co-located in mainstream schools, providing these pupils with inclusion opportunities. We have approximately 170 staff in our school. It is a large but friendly community, you will receive a warm welcome and quickly feel part of the Hatton family.

This is an exciting time to be joining our school as we are growing to provide much needed additional SEND place for Redbridge pupils. We are working with the local authority to design our new site at Park Avenue in Ilford, this will become our upper school site when the newly refurbished building opens in September 2025.

Hatton School has a strong track record and we are proud of our achievements; that does not mean we are standing still. We are ambitious for our pupils and are committed to continued improvement and development. Over the last term we have reshaped and re-aligned our curriculum and assessment. As part of this we updated our curriculum purpose, mission and vision. We aim “to light the fire of curiosity and enquiry in the mind of every pupil. By empowering our staff to be ambitious and creative and take risks in learning. Leading to amazing lessons where we learn, grow and achieve; together”. Hopefully this is a vision you can help us realise and the kind of school you would like to join.

Developing first class communication opportunities and AAC support for our pupils is one of our next development priorities; we are looking for an exceptional candidate to inspire staff and lead these developments across the school.

We promise to invest in the induction and training of all new staff so that they can be successful. We have high standards and are ambitious but we also realise our staff work best when they feel supported, their hard work is appreciated and workload is reasonable.

We welcome applications from teachers with experience of special education, experience and passion for supporting communication development.

Our website will provide more information about our school. You are welcome to visit the school if you are able, alternatively, if you are unable to visit but would like an informal conversation about our school that can also be arranged. Please telephone the school and ask for Meraph Kiflay, our HR Administrator, who will be happy to arrange this.

We are proud of our school, putting our pupils at the centre of all we do. Joining our team would mean you could join us in making a real difference in the lives of these very special young people.

I do hope you decide to apply, we look forward to learning more about you and what you could bring to our school as a member of the Hatton staff team.

Yours sincerely,



Chris Smaling
Headteacher

About Hatton Special School

Who we are: we are a community dedicated to making a difference in the lives of our pupils. Working with families and other professionals we do all we can to prepare our pupils for a successful future.

Our purpose is clear: to light the fire of curiosity and enquiry in the mind of every pupil.

About you: everyone at Hatton is a team player. Whatever role someone has in our school their work contributes to our pupils' success.

Our values: you will need to share our values: respect, learning, compassion, honesty, growth, responsibility and diversity.

What's in it for you: you will soon appreciate that your hard work and passion is making a real difference. It will not always be easy, but we think you'll always feel it's worth it.

About your role

Job Title Lead practitioner for communication development

Grade LP 4 – LP8 £57,841-£63,429

SEN 1 or 2 depending on experience

Reporting to Headteacher

This lead practitioner post is a new role in our school which means you will have the opportunity to shape something quite unique. Further developing communication opportunities for our pupils is one of our school development priorities, you will champion the delivery of this objective

You will be responsible for researching, planning and delivering communication strategies and AAC across the school. This is a programme that will need to be strategically planned and delivered with enthusiasm and vision.

Job description

Main purpose

You will lead the development of interventions to support pupils' communication and implement and support AAC strategies across the school. You will do this by modelling high quality teaching, mentoring and training other member of staff.

Duties and responsibilities

Raising the quality of teaching and learning through communication development

- Carry out teaching responsibilities in line with the professional duties of a teacher
- Model consistently high-quality teaching and demonstrate excellent practice to others
- Demonstrate excellent practice supporting pupils to develop their use of AAC for communication and champion the use of AAC across the school
- Support staff in developing an environment that maximizes communication opportunities.
- Produce high-quality teaching materials that support excellent practice and promote pupil engagement
- Prepare and deliver CPD across the school to improve staff knowledge, skills and confidence in using AAC across in all activities and lessons
- Support development of teaching across the school, as a member of the senior management team
- Provide mentoring/coaching to individual teachers' in need of 1-to-1 support to improve their practice
- Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching through use of good communication strategies
- Support families, through training and workshops, to confidently use AAC strategies at home and in the community.

Monitoring and reporting impact

- Carry out monitoring and evaluation activities to improve communication, including scrutiny of evidence, observations, learning walks etc.
- Measure and assess the impact of interventions to raise achievement and identify individuals or groups that need additional support and support staff development.
- Support senior staff in monitoring progress of development plans and school self-evaluation
- Communicate plans and report impact to school leaders and governors

Professional development

- Lead on researching best practice and keeping up-to-date with the latest developments
- Share knowledge with staff and offer support to implement the research into their own practice
- Update staff about the latest information about intervention strategies
- Lead high quality CPD to improve and develop communication and use of AAC across the school
- Take part in further training and development in order to improve own practice
- Where appropriate, take part in the appraisal and professional development of others

Person specification

Essential	Desirable
Qualifications and training	
- Qualified Teacher Status	- Additional or advanced qualification in teaching pupils with special educational needs
- Evidence of relevant professional development	- NPQ level training
Experience	
- Proven high standards of classroom management, teaching and organisation skills	- Experience of supporting the professional development of others
- Involvement in new school development initiatives/projects	- Evidence of leading impactful department or school development.
- Demonstrate excellent interpersonal skills and inspirational interactions with others	- Experience of managing and leading a team
- Ability to motivate a team to try new things and develop new ideas	- Experience of leading whole school CPD
- Understand the factors affecting challenging behaviour and positive behaviour support strategies	- Experience of supporting colleagues in developing strategies to deal with behaviour that challenges
- Experience of supporting pupils to use AAC	- Training in AAC, evidence of supporting colleagues to use AAC.
- Commitment to developing pupils' communication and interaction skills	- Experience of leading communication development/initiatives across the school
- Ability to manage change, maintaining a positive 'can do' attitude, putting pupils first.	- Able to prioritise conflicting demands, make difficult decisions and hold other accountable
- Ability to create an exciting learning environment where pupils' achievements are celebrated.	- Willingness to plan and lead whole school celebrations and events alongside other staff.
Personal qualities	
<ul style="list-style-type: none"> - Excellent interpersonal skills, being diplomatic and sensitive in dealing with families, colleagues and other professionals. - Ability to problem solve, think creatively and motivate colleagues by example. - Ability to give and receive feedback in a sensitive and timely manner. - Ability to be well organised, self-motivated and a reliable, effective member of the team. - Able to ask for help and support when needed 	

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| <ul style="list-style-type: none">- An enthusiasm for involvement with pupils, staff, families, governors and the wider community- Commitment to ongoing professional development- Commitment to support the development of others |
| Other criteria |
| <ul style="list-style-type: none">- Excellent punctuality and reliability- An understanding of and commitment to equality, diversity and inclusion- An understanding of and commitment to health and safety- A commitment to the safeguarding and welfare of all children and the ability to work within the school's policy and procedures.- Enhanced DBS check will be required for successful candidate. |



*'Lighting the fire of curiosity and enquiry
in the mind of every pupil.'*

Hatton Special School

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 Hattonspecialschool.co.uk