

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST  
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Brown's Church of England Primary School  
Ruskington Chestnut Street of England Primary Academy  
Morton Church of England Primary School

**Area SENDCO**





# Area SENDCO

## SALARY

Upper Pay Scale (1–3)  
plus SENDCO Allowance (£2,679.00 per annum)

## HOURS

1.0 FTE

## START DATE

1<sup>st</sup> June 2025

## LOCATION

Brown's Church of England Primary School  
Ruskington Chestnut Street Church of England Primary Academy  
Morton Church of England Primary School

## APPLICATION DEADLINE

Wednesday 26<sup>th</sup> March 2025 (noon)

## INTERVIEWS

Thursday 3<sup>rd</sup> April 2025 (time to be confirmed)

For an informal conversation about this exciting role please contact the Executive Headteacher, George Trafford, on 07787 215417 or [George.Trafford@laat.co.uk](mailto:George.Trafford@laat.co.uk)

Please go to [My Trust Careers](#) to apply



This is a rare opportunity, following the promotion of the current postholder, for someone looking for a full-time SENDCO role that offers diversity, challenge, and reward. We have an opening for a dedicated professional to make a significant impact across three primary schools.

In this unique role, you will:

- Work alongside highly trained and committed school staff.
- Work with pupils who are well supported in their schools.
- Be part of a leadership structure in each school where all three already work closely together.
- Receive support from three experienced Heads of School and an Executive Headteacher.

We are seeking an individual who is passionate about special educational needs and dedicated to ensuring every child receives the support they need to thrive.

Why Join Us?

- **Diverse and Rewarding Role:** No two days will be the same as you work across three different school environments.
- **Supportive Leadership:** Benefit from the guidance and mentorship of experienced educational leaders.
- **Collaborative Environment:** Join a team of committed professionals who are dedicated to making a difference.
- All the benefits of working as part of a wider trust of 23 schools with a SENDCO network.

In this role you will be able to direct your time dependant on the needs of each of the schools. This will include time 'off site' to ensure you have time to complete paperwork. There will be opportunities to work directly with our wonderful children and their families as well as the overarching responsibility for SEN training, resourcing, support and pupil progress.







## Some quotes from our Ofsted Reports, all three schools are graded Good:

‘Pupils with special educational needs and/or disabilities (SEND) receive exemplary support. The school uses a forensic approach to identify SEND quickly.’

‘Pupils with special educational needs and/or disabilities (SEND) are included in all aspects of school life. Staff have received specialist training. This helps to ensure that pupils with specific needs do not miss out.’

‘The school meets the needs of pupils with SEND well. Where appropriate, staff adapt their teaching to ensure that these pupils access the same curriculum as their peers.’

We expect all our staff to be well trained and attentive to the individual needs of children. Following in the footsteps of our current SENDCO you will follow on the excellent work to ensure that every child receives quality first teaching. Our supportive staff team lead the day-to-day work with pupils on the SEN register. We are proud of our adaptive teaching approach and skilled staff provide support as and when required.

The ideal candidate will already be a part time or full-time school SENDCO with appropriate qualifications or a commitment to begin training immediately.

## Welcome from the CEO of The Trust – LAAT

### Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .





Jackie Waters-Dewhurst  
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.





## What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

## You are the God who sees me (Genesis 16:13)

### We see you and believe that you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
  - Over 70 online courses to support development
  - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
  - Free of charge counselling sessions
  - Personalised wellbeing coaching
  - Virtual GP - Accessible by smart phone, or computer with same day appointments







# About Brown's Church of England Primary School

## Inspire – Believe – Achieve

**'Caring. Learning. Enjoying. Achieving. All within the love of God'**

Brown's Church of England Primary School was established in 1691 by Edward Browne, we are pleased to serve the communities of Horbling and Swaton. We have a long history of service to the local community stretching back over 300 years.

As a Church of England school which is part of the Lincolnshire Anglican Academy Trust, we value the spiritual as well the educational development of all our children. We seek to be inclusive of everyone and to help our children to build their lives on firm moral foundations of love and service of one another.

The school staff will promote and model clear and consistent expectations to pupils which promotes the safety and welfare of all; this is a crucial part of our culture of safety and care for every adult and pupil within the school. Pupils and staff will begin the term discussing what good learning behaviours are and how staff and pupils will show this in the school daily.

At Brown's we care about every pupil and want them to feel safe so that their learning potential and feelings of self-worth are optimised. Staff do this by always striving to create school environments that are calm, kind, welcoming and where they promote strong, positive relationships between adults and pupils.

We believe that every child has the power to achieve and we will help to guide, protect, support and nurture pupils, helping them to make the right choices and when this does not happen, to help them put that right and to be forgiven by others as well as forgive themselves, we will help each other to see that mistakes happen and they are there to learn from.

We are all extremely proud of our school and committed to providing the very best possible education for all of our children. Brown's Church of England Primary is a school where children are happy and feel a sense of belonging. They are supported, encouraged, nurtured and loved. They enjoy learning in a stimulating and attractive environment in which each child is encouraged to have fun whilst achieving their potential in the widest sense. It is within this positive nurturing ethos that children understand the skills they need in order to learn. We want our children to develop lively and enquiring minds, to discuss and debate, to be creative and imaginative and to apply themselves well as they strive to reach their full potential in all aspects of school life.

We live through our values of Hope, Peace, Courage, Friendship, Trust and Compassion and every decision we make within the school environment is made by firstly considering what is in the best interest of our children. In this way, children lie at the heart of everything we do.





# About Ruskington Chestnut Street Church of England Academy



## Care – Believe – Grow

At Ruskington Chestnut Street Church of England Primary Academy we believe each individual is capable of great things. We work together in friendship, challenging ourselves and each other to be the best we can be. We aim for 'life in all its fullness'; striving to make the world a better place through our vision of Care – Believe – Grow. We all demonstrate how we care, believe and grow through our six Christian values of: trust, compassion, perseverance, respect, forgiveness and humility.

The Early Years Foundation Stage is a very important phase within the school, and we aim to provide children with the best possible start to their education which is followed through to when the children leave prepared for the next phase of their education. Children are at the heart of everything we do at Ruskington Chestnut Street working in partnership with parents/carers to ensure that we provide the best education we possibly can.

Ruskington Chestnut Street is a happy, welcoming and caring Church of England school where we value each individual for who they are. All of our pupils are offered a wide range of activities as part of the school day within the curriculum.



# About Morton Church of England Primary School



## Inspire – Believe – Achieve

We are a happy and friendly village school situated at the heart of the local community. Our school is a nurturing and supportive place with high standards expected of the children within a caring, Christian ethos.

Our school brings together children aged from 2 to 11 in a place that provides a safe, welcoming and nurturing environment where children can work confidently together. The recent 'OUTSTANDING' SIAMS report recognises the positive influence that our school has on the children in our care

The school values partnership with parents, carers and the community to create a stimulating, learning environment for the children. We plan an active curriculum that aims to be vibrant, challenging and creative with clear skills progression for learning.

The school is at the heart of the village of Morton, just north of Bourne. We have an Out of School Club (ClubActive) which operates on our site for Breakfast and After School Childcare.





## Job Description

The successful candidate will work closely with the Executive Headteacher, Head of School and other senior colleagues, you'll use your leadership skills to manage provision in your school and to provide support to other teachers. You will oversee the day to day operation of the school SEND provision.

You will be responsible for supporting and raising the standards of achievement of children, supporting other staff in raising confidence and competence in this area and ensure that all children have a full entitlement to the National Curriculum.

As a qualified teacher post, this should be read in conjunction with the most recent School Teachers' Pay and Conditions Document.

### Key Tasks and Responsibilities

Develop and oversee the implementation of the school's SEND strategy and policy.

Carry out assessments of pupils with SEND to identify needs and monitor progress - including observations in the classroom and meeting with teachers and parents.

Work with classroom teachers, the school leadership team, parents and relevant external agencies to develop, implement and monitor individual support/learning plans.

Evaluate the impact of inclusive teaching and support staff to improve practice.

Provide regular updates on pupil progress through written reports and meetings with Parents.

Make referrals and liaise with professionals outside of the school - this could include psychologists, health and social care providers, speech and language therapists and occupational therapists.

Organise and manage statutory reviews/obligations.

Attend CAF/TAC meeting as appropriate.

Provide advice, guidance and training to classroom teachers on supporting pupils with SEND.

Support teachers to develop schemes of work and learning programmes for pupils with SEND.

Support teachers to develop and implement effective teaching and behaviour management approaches in the classroom.

Work closely with the School Leaders and central operations partners to advise on the resources required to deliver value for money SEND provision.



Analyse school, local and national data and develop appropriate strategies and interventions, tracking their impacts.

Keep up to date with national and local policies related to SEND and cascade information to colleagues.

In accordance with the Teachers' Pay and Conditions Document there is a requirement for all teachers to contribute to the development of the school curriculum, teaching methods and their review.

Develop and plan bespoke interventions for students with SEND.

Lead on the development of quality first teaching to support students with SEND.

Coordinate IEP, EHCPs And EPEPs within school.

Be the Designated Teacher for Looked After Children.

Coordinate Access Arrangements including gathering evidence.

Overseeing the coordination of the SEND register and SEND files.

Review and complete EHCP consult documents.

### Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during their work.



# Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

## Training/Qualifications/Experience

Essential

Desirable

Qualified Teacher Status	*	
Evidence of additional study in relation to SEND	*	
SENDCo qualification or similar NPQ SEND		*
Experience of leading and managing a team	*	

## Professional knowledge and understanding

Significant experience of working with children with a wide range of SEND	*	
Knowledge of training other teachers and or/introducing SEND initiatives	*	
The theory and practise of providing effectively for the needs of all children	*	
Planning and implementing provisions for children with SEND including monitoring and assessment	*	
Understanding funding mechanisms for SEND		*
Statutory National Curriculum requirements	*	
How to effectively monitor, assess and record pupil progress	*	
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEND and Child Protection	*	

## Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

## Personal and Professional Skills and Attributes

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Plan effectively to meet children's interests	*	
Establish good professional relationships with pupils, parents/carers and colleagues	*	

**Approach to work - Candidates should**

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	
Maintain confidentiality at all times	*	
Ability to accommodate changes in work practice	*	
Apply attention to detail to ensure accuracy and validity		
Be able to work independently as well as part of a team	*	

**Behaviour Competencies - Candidates should**

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

**Other - Candidates should**

Be a positive role model	*	
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**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**



LINCOLN ANGLICAN  
ACADEMY TRUST  
DIOCESE OF LINCOLN



# THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



BE PART OF SOMETHING BIGGER



LINCOLN ANGLICAN  
ACADEMY TRUST  
DIOCESE OF LINCOLN

# Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:



**Transparency** – we will treat you with respect, honesty, and fairness.

**Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

**Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.

**Feedback** – we will provide constructive feedback professionally.

**Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

**In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.**

