



SIR JOHN NELTHORPE SCHOOL

Headteacher: Mr R. Biglands BSc

Grammar School Road, Brigg, North Lincolnshire DN20 8AA

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1st April 2026

Dear Candidate

Thank you for your interest in the post of Director of Teaching and Learning for SEND at Sir John Nelthorpe School. This is a significant leadership appointment for our school, and I am pleased that you are considering joining our team at such an exciting time in our development.

As a member of our extended Senior Leadership Team, the successful candidate will carry out the duties of a school teacher alongside strategic and operational leadership responsibilities. We are looking for a visionary leader who can ensure that all pupils—particularly those with Special Educational Needs and Disabilities—have access to the highest standards of learning and teaching.

The role involves the management of a significant number of teaching and support staff, as well as the oversight of delegated budgets and physical resources. You will be expected to lead by example, enhancing the teaching practice of others through rigorous evaluation, guidance, and target setting. While we have a preference for candidates with a specialism in PE or Humanities, we welcome applications from outstanding practitioners across all curriculum areas who possess the SEND accreditation and leadership experience required for this post.

The role of the Director of Teaching and Learning for SEND is more critical now than at any point in recent educational history. In modern secondary schools, the SEND department is no longer a peripheral support service; it is the engine room of school-wide progress and social mobility.

The complexity and prevalence of Special Educational Needs and Disabilities have risen significantly over the last decade. A Director in this field must navigate a landscape where:

- **Identification is Increasing:** Schools are seeing a higher percentage of pupils with Speech, Language and Communication Needs (SLCN) and Social, Emotional and Mental Health (SEMH) requirements.
- **High-Quality Teaching (HQT) is the Priority:** Research consistently shows that "what is good for SEND pupils is good for all pupils." The SENDCO's role is to ensure that the "graduated approach" is embedded in every classroom, not just in intervention rooms.
- **Strategic SLT Integration:** Because SEND outcomes now carry such significant weight in national performance measures, this role is a cornerstone of the Senior Leadership Team, ensuring that curriculum intent and implementation are inclusive by design.



RESPECT - RESILIENCE - INTEGRITY





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At Sir John Nelthorpe School, the SEND team is a dynamic, multi-disciplinary unit that acts as a bridge between pedagogy, pastoral care, and external advocacy. The responsibilities of this team have expanded in several key areas:

- **Pedagogical Leadership:** The team provides regular feedback and monitoring to ensure that teachers have the tools to "personalise learning" for a diverse range of needs.
- **Holistic Accountability:** The Director is accountable for the performance and well-being of a significant number of staff and pupils, ensuring a culture of high expectations for those who might otherwise be overlooked.
- **Financial and Resource Strategy:** Managing a delegated budget and physical resources is now a complex task that requires aligning financial best-value principles with the specific, often changing, needs of the pupil cohort.
- **External Liaison:** The team serves as the primary advocate for the school when working with the DfE, local authorities, and health professionals to secure statutory support and funding.

Ultimately, the importance of this role lies in its ability to influence the whole-school ethos. By leading improvement in SEND support from a teaching perspective, the Director ensures that inclusion is the "golden thread" running through every subject area, from the sports field to the humanities classroom.

As we look toward 2026, the successful candidate will not just be managing a department; they will be shaping the future of a school where every child is empowered to succeed regardless of their starting point.

If you have the passion, resilience, and expertise to champion the progress of our pupils and contribute to our whole-school strategic development.

Yours sincerely

Mr R Biglands
Headteacher



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