



ST JAMES'

CATHOLIC HIGH SCHOOL



Director of the SEND Faculty (SENCO)

Candidate Information | May 2026



A message from the Headteacher



Thank you for your interest in St James' Catholic High School. This is an exciting time to join St James' as we look to move our school to the next level.

We are a good oversubscribed school (OFSTED 2022) located in Stockport, South of Manchester. Our school is made up of 825 students and 100 staff. St James' Catholic High School is a thriving Catholic community that places children at the centre of everything we do. The Diocese of Shrewsbury judged our school to be a "Good" Catholic school.

St James' is a highly academic performing school:

- In 2025, **73% of students attained a Grade 4 or above in both English & Mathematics (the equivalent to the old Grade C)** with **46% achieving a Grade 5 or above in both English & Mathematics**
- **82 grade 9s and 115 grade 8s were awarded to our students in 2025**, demonstrating exceptional attainment across a wide range of subjects
- Exceptional results in open, Maths and English subjects placing us in the **top 20% of similar schools nationally**

Our school is at the cutting edge of teaching and learning and thrives on providing outstanding opportunities for the young people we serve. All our staff work to provide our young people with the skills, knowledge and understanding in order to achieve their full potential.

Inspired by the example of St James, the purpose of our school is 'To educate and develop global Catholic citizens'. Our three school values of Family, Faith and Excellence are lived out every single day by staff, students and all stakeholders.

The reputation of our school is exceptional within Stockport and across the Shrewsbury Diocese for academic excellence, impeccable pupil conduct and for providing outstanding additional opportunities for our young people. The result is that our young people develop into global Catholic citizens who are proud to profess their faith and who make a positive contribution to society.

At the root of our success is our St James' community. This is built on strong, positive relationships between all staff, students and parents. Our parents support our school and develop their children at home whilst our dedicated staff are relentless in driving excellence by providing the best educational experiences and opportunities for our students. Underpinning this excellence are our unique values, Catholic ethos and our mission. We are inspired and driven by the Gospel where we are told: 'With God all things are possible' (Matthew 19:26).

If you would like to find out more about our school and community, please contact Kirsty Bowers, PA to the Headteacher on 0161 482 6900 or at headteacherpa@stjamesheadle.co.uk

Anthony Pontifex
Headteacher

Governors seek the following appointment for September 2026



Director of the SEND Faculty (SENCO) (Full time and permanent) MPS/UPS + TLR1B

The St James' Catholic High School Mission:

*To ensure everyone within our school **family** achieves their full potential,
to encourage learning and development through **faith**,
and to strive for **excellence***

Applications are welcome regardless of the personal faith of the applicant, providing they are supportive of the school's Catholic ethos

St James' Catholic High School is a popular and oversubscribed 11-16 mixed comprehensive Catholic High School which was judged by OFSTED to be a "Good" school in April 2022, with "Outstanding" Outcomes for Pupils.

The Diocese of Shrewsbury judged our school to be a "Good" Catholic school

The governors of the school wish to appoint an outstanding, dynamic and visionary leader to take our SEND Faculty to the next level

Closing Date: Monday 18th May 2026, 12noon

Interviews: Wednesday 20th May 2026

Please note a current CES application form (version 14) and the Model Rehabilitation of Offenders act 1974 Disclosure form must be completed for this post. CVs will not be accepted. Forms can be emailed to headteacherpa@stjamescheadle.co.uk

St James' Catholic High School is an equal opportunity employer which is "Positive about Disabled People". Whilst all applicants will be judged on merit alone, we particularly welcome applications from groups currently under-represented in the workforce, who meet the person specification for the post

St James' Catholic High School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service



Director of the SEND Faculty (SENCO)

School Mission Statement

St James' Catholic High School aims to ensure everyone within our school family achieves their full potential, to encourage learning and development through faith, and to strive for excellence

Purpose

- To lead the development of teaching and learning for SEND students across the school
- To have overall responsibility for determining the strategic vision and development of SEND provision across the school
- To have day-to-day responsibility for the coordination of SEND provision to support individual pupils
- Monitor, evaluate and review the curriculum delivered to pupils ensuring it meets their needs, deepens their learning and leads to outstanding outcomes
- To inspire and engage staff and pupils in the vision for the school

Leading Achievement

- Be accountable for outcomes for SEND students across the school
- Line manage teaching assistants holding them to account for effectiveness by providing challenge and support
- Ensure effective strategies are in place to enable all pupils to make good progress
- Track SEND student achievement regularly across the school, transforming data into action
- Lead on intervention for SEND students ensuring all groups of pupils make good progress

Leading Curriculum

- Quality assure the curriculum offer for SEND students ensuring it is fit for purpose
- Ensure best practice is researched and shared in relation to highly effective SEND curricula

Leading Teaching and Learning

- To articulate and secure high expectations for yourself and all staff for quality teaching and learning for SEND students
 - To role model effective practices with regard to planning to meet the needs of all learners, delivery of engaging lessons, frequent and accurate assessment and feedback, and intervention
- To line manage and appraise all members of the SEND team to ensure that the quality of provision is routinely monitored by various means

Leading School Ethos and Culture

- Ensure that the school's vision is clearly and effectively articulated, shared and acted upon by all members who teach SEND students
- Promote the school's ethos and culture to the broader community

Developing self and working with others

- Treat pupils, staff and parents fairly, equitably and with dignity and respect to create and maintain a positive school culture
- Celebrate the achievements of individuals and the SEND faculty
- Manage own workload and that of others to allow an appropriate work/life balance
- Regularly review own practice, set personal targets and take responsibilities for own personal development
- Engage in research around current educational initiatives including government policies in areas commensurate with the post

Securing Accountability

- Develop a faculty ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes
- Ensure individual staff accountabilities are clearly defined, understood, agreed and are subject to rigorous review and evaluation
- Provide the Headteacher and Governing Board with key information required as part of a line management process
 - Make a significant contribution to faculty self-evaluation and the completion of the faculty improvement plan

Other Specific Duties

All Teaching Staff are expected to meet the relevant Professional Standards for Teachers in addition to the job description detailed above

Many specific responsibilities will require collaborative working with other team members, which the post holder will proactively develop. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified.

The post holder will be expected to comply with all reasonable requests from the Headteacher to undertake work of a similar level that is not specified in their job description

This post is subject to Enhanced DBS disclosure and basic online checks



Director of the SEND Faculty (SENCO)

Job Requirements	Status of Criteria		Method of Assessment	
	Essential	Desirable	Application	Interview/task
Training and Qualification				
Qualified teacher status	✓		✓	
Graduate qualification	✓		✓	
National SENCO Qualification		✓	✓	
Commitment to complete the National Award for SEN Co-ordination if not already held	✓		✓	✓
Experience				
Proven track record of highly effective teaching and excellent outcomes	✓		✓	✓
Development of good working relationships with parents or carers, and other stakeholders	✓		✓	✓
Experience of using data to track and monitor the progress of students	✓		✓	✓
Understanding of current trends in education both locally and nationally	✓		✓	✓
Experience of being involved in school wide systems e.g. Quality Assurance of teaching, learning and assessment, department self-evaluation and improvement planning		✓	✓	✓
Professional Knowledge				
Understanding of the role of the SENCO	✓		✓	✓
Understanding of effective progress monitoring and intervention strategies	✓			✓
Competence in the use of ICT relevant to the post	✓			✓
Knowledge of effective strategies for supporting staff to improve teaching and learning	✓		✓	✓
Effectively analyse, prioritise and action plan	✓			✓
Knowledge of the distinctive nature of a Catholic school	✓		✓	✓
Personal skills and qualities				
An inspiring and highly skilled classroom teacher who models exemplary practice to all members of the school community.	✓		✓	✓
A vision for high quality inclusive Education at St James' Catholic High School	✓			✓
Willingness to accept the demands and challenges of the post and respond in a flexible and approachable manner	✓		✓	✓
Able to work under pressure and manage own workload and commitments through excellent time management skills	✓			✓
Practising Catholic		✓	✓	✓
Excellent communication skills	✓		✓	✓
A desire to develop & inspire others	✓			✓

Contact

Kirsty Bowers

PA to the Headteacher

0161 482 6900

headteacherpa@stjamesheadle.co.uk

www.stjamesheadle.co.uk

St James' Catholic High School

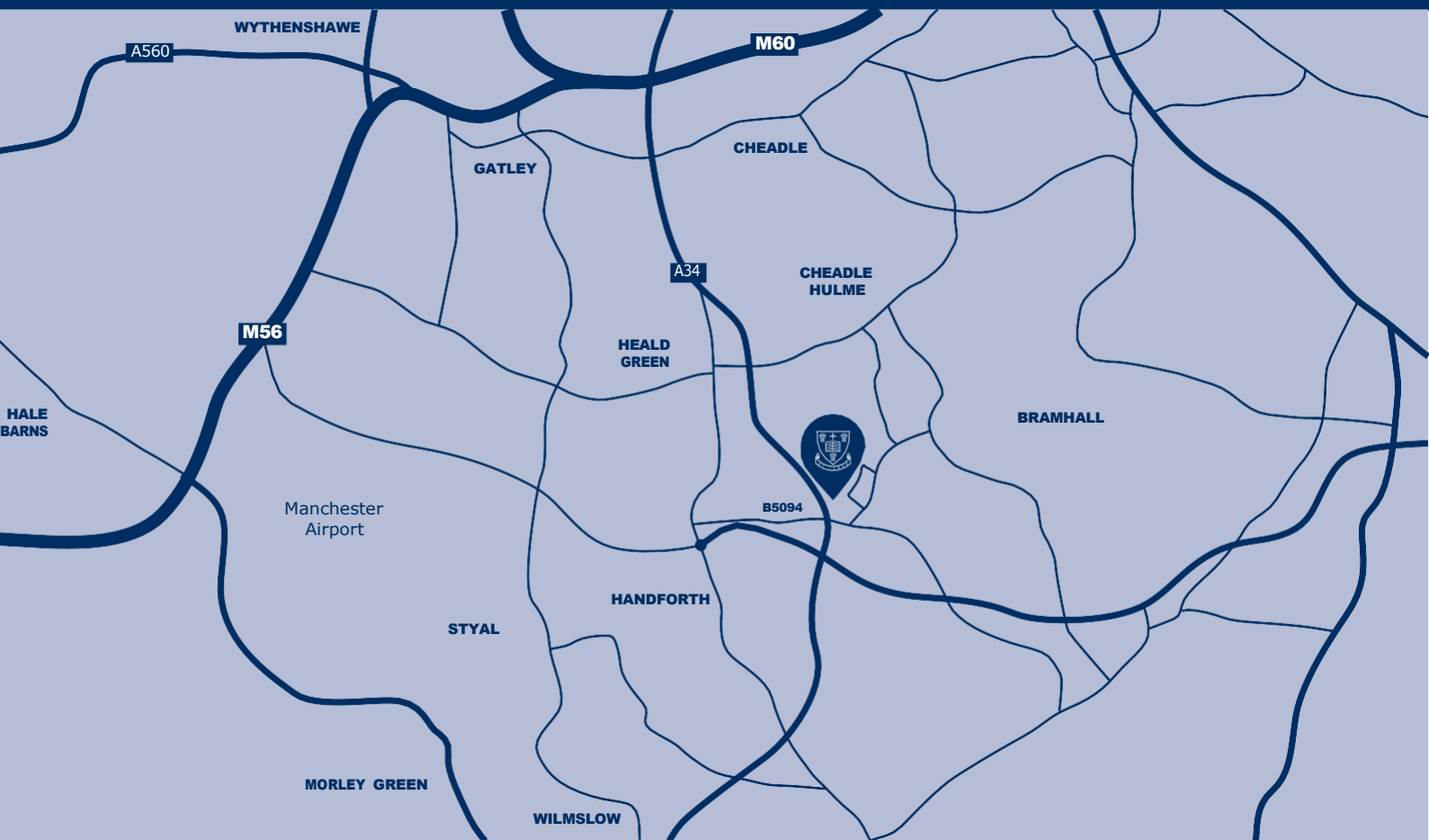
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Cheadle

Cheshire

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ST JAMES'
CATHOLIC HIGH SCHOOL

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Matthew 19:26