



**We are a Caring, Celebratory,
Courageous, Christ-inspired
Community, rooted in Love.**

SENCO & Inclusion Lead

Salary: MPS / UPS + TLR2

Contract: Part time (4 days a week)

Start Date: 1st September 2026

**Are you passionate about making a difference for children with SEND?
Do you have the vision and expertise to lead inclusive practice across our school?**

We are seeking a dedicated and enthusiastic SENCo to join our leadership team. Inspired by our Christian vision of *"Life in all its fullness,"* we are committed to ensuring that every child – particularly those with SEND – is supported, valued and able to flourish.

As SENCo and Inclusion Lead, you will champion inclusive practice, working with staff, families and external agencies to ensure all pupils receive the support they need to thrive. Your expertise in SEND provision and assessment will strengthen teaching and learning across the school so that every child can achieve their full potential.

Brackley C of E Junior School is a vibrant and welcoming school with 227 pupils in the heart of Brackley. We offer a supportive and collaborative environment, opportunities for professional development, and the chance to make a real difference in the lives of children. Join us and help shape a school where every pupil can experience *"Life in all its fullness."*

Main Purpose of the Role

The SENCO, under the direction of the headteacher, will take a major role in:

- Leading on all aspects of SEND provision and inclusion across the school, ensuring all pupils are supported to achieve their best.
- Leading on the implementation of provision for children with an IEP or EHCP.
- Leading on identification, assessment, intervention, monitoring and tracking for pupils with SEND.
- Acting as a key person for supporting children when they are dysregulated, using skilled de-escalation strategies and restorative approaches.
- Providing direct support and coaching to teachers and teaching assistants in managing behaviour, implementing positive behaviour strategies and designing individualised support plans.
- Liaising effectively with parents, external agencies and the local authority to secure appropriate support for children.
- Maintaining accurate and up-to-date SEND records and statutory paperwork, ensuring all administrative tasks are completed efficiently and in line with school procedures.

- Applying for additional SEND funding where required and monitor the SEND budget to ensure resources are allocated effectively to support pupil needs.
- Coordinating exam access arrangements for pupils with additional needs.
- Delivering regular high-quality staff training relating to SEND, behaviour and inclusion.
- Managing the deployment of support staff to meet the needs of pupils across the school.
- Promoting a culture of inclusion, ensuring all pupils, regardless of background or need, are supported and valued.
- Routinely monitoring and evaluating pupils with SEND to ensure full curriculum access, implementing appropriate adaptations and support strategies to promote their learning.

Key Responsibilities of the Role

- Serve as our school SENCO, ensuring compliance with the SEND Code of Practice.
- Support staff in developing and implementing effective strategies for pupils with SEMH and behavioural needs.
- Oversee the writing, reviewing and implementation of EHCPs, IEPs, support plans and provision maps.
- Monitor the curriculum ‘through the eyes’ of children with SEND.
- Promote adaptive teaching strategies to support children with SEND.
- Lead on early identification and intervention for pupils with emerging needs.
- Monitor the progress of pupils with SEND and report to SLT and Governors as required.
- Develop strong relationships with families, providing information, support and guidance.
- Ensure all statutory duties relating to SEND are met.

Person Specification	
Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"> ▪ Qualified Teacher Status (QTS) ▪ National Award for SENCo, or willingness to work towards this ▪ Evidence of relevant professional development, particularly relating to SEND and behaviour
Experience	<ul style="list-style-type: none"> ▪ Successful teaching experience in a primary setting ▪ Experience of working with pupils with a range of SEND, including SEMH ▪ Experience of leading, coaching or supporting staff in inclusive practice
Skills and knowledge	<ul style="list-style-type: none"> ▪ Thorough knowledge of the SEND Code of Practice and relevant legislation ▪ Skilled in de-escalation strategies and restorative approaches

	<ul style="list-style-type: none"> ▪ Ability to design and implement positive behaviour strategies and individualised support (behaviour) plans ▪ Excellent communication and organisational skills ▪ Ability to manage and maintain accurate SEND records ▪ Understanding of effective provision for pupils with additional needs ▪ Ability to deliver effective staff training/ CPD ▪ Knowledge of exam access arrangements
Personal Qualities	<ul style="list-style-type: none"> ▪ High expectations for all pupils and a commitment to inclusion ▪ Calm, reflective and solution-focused approach ▪ Ability to build strong relationships with pupils, staff and families ▪ Commitment to the ethos and values of Brackley C of E Junior School ▪ Resilience and ability to work under pressure ▪ Commitment to safeguarding and promoting the welfare of children ▪ Commitment to equality, diversity and inclusion

Please note: This job description may be amended at any time in consultation with the postholder.

Brackley C of E Junior School (Brackley, NN13) is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory completion of safeguarding checks.

Brackley C of E Junior School (Brackley, NN13) is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

How to Apply

Please submit your application and supporting letter of no more than two sides of A4, to Mrs Sam Nyali, our school Bursar, via email bursar@bjs.northants-ecl.gov.uk by 3pm on Monday 13th April. Interviews are scheduled to take place on Tuesday 21st April.