



SENDCO

**CLOSING DATE:
9AM 4TH MARCH**

INTERVIEW DATE: 12th MARCH

**START DATE: SEPT 2025
(EARLIER START IS NEGOTIABLE)**

We reserve the right to close the process earlier



OUR SCHOOL

TOM GARFIELD

Headteacher

On behalf of The Kemnal Academies Trust (TKAT), the Governors, staff and students, I am delighted to welcome you to Bridgemary School.

At Bridgemary, we foster a culture of high standards, expectations and aspirations within which every child is known.

Our key aims are for our learners to have high aspirations and expectations for themselves and the school and to realise those expectations. Learners in Gosport deserve and can achieve the very best.

The environment at Bridgemary School is safe and happy, where our students can actively engage in their learning. Our curriculum is built upon a strong academic GCSE core that gives students the correct qualifications to proceed to the courses and careers of their choosing. The staff are dedicated to high-quality relevant learning and to raising standards in all areas.

We are committed to developing independent, healthy young people who make a positive contribution to society. We demand high standards of behaviour, respect and dress.

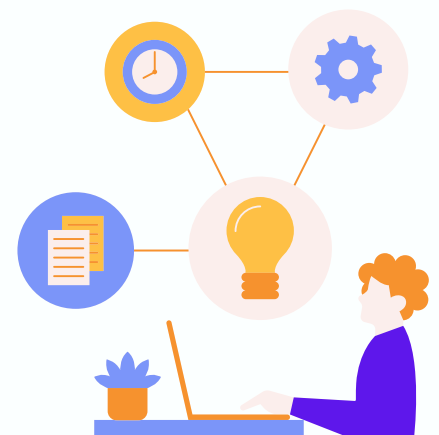
We ensure the support; care and welfare of our students are the best. This school is inclusive.

We are a school at the very heart of the local community and aspire to be the school of choice of all who live here.



"Leaders and those responsible for governance share a mission: to provide the best education possible for their pupils."

Ofsted 2023



SENDCO

We are delighted to offer an exciting opportunity to an excellent SENDCo to join our inclusive and growing secondary school.

If you are an enthusiastic inspiring leader of SEND exploring your next opportunity we are exactly the inclusive and ambitious school that you are looking for! If you want to work with our fabulous students within the structure of a supportive multi academy Trust, I would be delighted to hear from you.

It is a very exciting time to join Bridgemary School. Our recent (Dec 2023) OFSTED inspection recognised the "inclusive and calm culture... underpinned by mutual respect". They also reflected that "leaders are very mindful of staff well-being and workload. Staff feel valued and are extremely proud to work at the school." This accurate description gives us now the sound school climate and platform to rapidly improve student academic progress and outcomes supported ably by our Trust, TKAT, who provide direct support and facilitate regional and national networking opportunities.

Our new SENDCo will be pivotal in driving the next phase of our improvement journey; the refinement of a highly effective intervention program delivered through inspiring and precision teaching by a committed support team.

We are looking for a highly motivated, compassionate, and experienced SENDCo who has:

- Qualified Teacher Status (QTS) and experience working in a secondary school setting. There is significant flexibility on specialist subject.
- The National Award for SEN Coordination or SENDCo NPQ
- A strong knowledge of the SEND Code of Practice and current legislation.
- Proven experience in identifying and supporting pupils with a wide range of SEN, including ASD, ADHD, and dyslexia.
- Excellent communication and interpersonal skills, with the ability to work collaboratively with students, staff, parents, and external agencies.
- Strong organisational skills, with the ability to manage a diverse and complex workload.

Does this whet your appetite? If so, don't be an 'if only' in a few weeks' time. Contact me so we can have an exploratory talk and to arrange for you to come and see us in action!

"There is a very inclusive and calm culture at this school, which is underpinned by mutual respect and trust." Ofsted 2023



**MPS/UPS
+
TLR 2
£7847**

"Oversight of safeguarding is rigorous."

Ofsted 2023

**"Pupils behave very well in lessons
and during social times." "**

Ofsted 2023



The TKAT Vision : 'Achieving More Together'

A community of learners who share the mindset of success and are driven by the prospect of opportunity for all. An environment of aspiration, respect and openness, enabling staff and students to thrive.

The TKAT Purpose

Within the #oneTKATfamily, the shared and common purpose is to work together as a community of schools to ensure that every child, whatever their background, receives a high quality education.

TKAT is committed to providing outstanding teaching and learning to enable all pupils to meet the challenges of the twenty-first century.



**"Personal development is a strength of the
school. The well-designed programme ensures
that pupils learn how to keep themselves safe
and healthy..." Ofsted 2023**



We will ensure that the successful candidate has:

- continuous professional learning, development and improvement
- the opportunity to contribute to raising standards for all our students
- an excellent opportunity for career progression, both within the school and the Trust.
- a positive and optimistic working environment focussed on student progress and high standards of achievement and behaviour;
- excellent networking opportunities including involvement in PIXL and school partnerships
- opportunities to further develop your Leadership Skills

**"The school is highly ambitious for all pupils and
committed to helping them to achieve highly,
including in examinations."**

Ofsted 2023

OUR SERVICE

TERMS OF EMPLOYMENT:

A formal contract will be issued once the successful applicant has been appointed. It will be offered subject to a Disclosure and Barring Service (DBS) check and appropriate references.

SAFEGUARDING

TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

FLEXIBLE WORKING

TKAT recognises the value of enabling our employees to develop their career and balance this with their commitments and interests outside of work. In TKAT we promote flexible working practices and opportunities to promote a positive work life balance.


OUR COMMITMENT- EQUALITY, INCLUSION, DIVERSITY AND BELONGING

At TKAT, we are committed to Equity, Inclusion, Diversity, and Belonging. We embrace and celebrate differences, value individual experiences, aspirations, and achievements, and continuously learn how to grow better together. We actively encourage applications from candidates of all backgrounds, as we believe diversity strengthens our community and drives us forward.



'A very rewarding school to work in with great support from other colleagues. There are fantastic career development opportunities available.'

'Bridgemary is a caring and creative community whereby you are valued as an individual in an exciting school and academy, every single day. You are free and encouraged to develop your career in a respectful and rewarding atmosphere; there is no cap on using your capabilities and exploring new avenues, benefitting from excellent management and training support. Opportunities are enhanced from rising rigour and reputation, making Bridgemary the first choice school for many families.'



**"Staff feel valued and are extremely proud to work at the school."
Ofsted 2023**

JOIN OUR TEAM

ACCESS TO INTERVIEW

Be Who You Are at TKAT - should you be selected and invited to interview please let us know if you require us to adapt the recruitment process to enable you to participate as your authentic self. We want applicants to be able to engage with us in ways that support who they are and we are committed to making adjustments within the recruitment process and within the workplace.

To download an application pack please go to our website at www.bridgemary-tkat.org and return your completed application form to recruitment@bridgemary-tkat.org

"...pupils are happy and feel safe." Ofsted 2023

