

Job Title: SENDCo (Secondary School)**Location:** Holy Trinity Church of England School, Crawley, UK**Position Type:** Full-Time**Salary:** UPS3 £50,471 plus SEN Allowance £2,384**Contract Type:** Permanent**Start Date:** January 2026, earlier starts would be considered for the right candidate

- Are you passionate about delivering outstanding provision for students with additional needs?
- Do you want to work in a vibrant, multicultural school that is founded on mutual trust and respect?
- Are you excited by the prospect of integrating technology and the latest research-based teaching methods in a dynamic classroom environment?
- Do you want to be part of a collaborative team that is dedicated to raising standards and unlocking the potential of every child?
- Would you like to be part of a school's Extended Leadership Team and be involved in whole school decision making to further develop your leadership skills?

If so, then we want to hear from you!

About Holy Trinity Church of England School:

Holy Trinity Church of England School is a vibrant and inclusive community located in Crawley, a culturally rich and diverse town. Crawley has fantastic transport links sitting halfway between Croydon and Brighton on the M23 corridor. There is also a fast train service between London Victoria, East Croydon, Haywards Heath and Brighton, in addition to other lines that serve the South. The school operates a minibus service for staff at the start and end of the day serving the three stations in Crawley (Ifield, Crawley and Three Bridges). The school is also the most well connected by bus of the six secondary schools in this area.

Rooted in Christian values, our ethos is underpinned by four key values: dignity, community, wisdom, and hope. We are dedicated to inspiring every student and providing an environment where our students can truly excel, both academically and personally.

We are committed to creating a diverse and inclusive environment and warmly encourage applications from individuals of all backgrounds, cultures and experiences. We believe that a variety of perspectives enriches our community and enhances our ability to serve and support everyone in our school community. We welcome people from all ethnicities, faiths, abilities, genders and sexual orientations and are dedicated to providing equal opportunities for all. If you're passionate, driven and share our belief in the key values of dignity, community, wisdom and hope which underpin our school then we invite you to apply and bring your unique voice and talents to our team.

We offer an inspirational range of CPD opportunities including NPQ programmes of development led by the Church of England Foundation for Educational Leadership.

Crawley's rich diversity and multiculturalism make our school an exciting place to work, where every day presents new challenges and rewards. As part of our team, you'll be supported in your professional development and have the opportunity to play a pivotal role in shaping the future of our curriculum. We are committed to raising standards and unlocking the potential of every child, and we're looking for someone who shares our passion for excellence and innovation.

For further details on our school see our vacancies page, where you can view a video or PowerPoint from our Executive Headteacher, Reverend Millwood.

The Role:

We are looking to appoint an ambitious and inspirational leader who possesses the drive and determination to lead our expanding and dynamic SEND Department. This is an exciting role in a school with an outstanding reputation for its dedication to inclusion. We are looking for someone who can work effectively within a strong Extended Senior Leadership Team.

The candidate must possess a genuine commitment to making a positive contribution to the school, has the experience of leading whole school initiatives and an innovative approach to delivering SEND interventions throughout the school.

Key Responsibilities:

- Ensure each child has the personal capacity to succeed, attaining aspirational goals by supporting learning throughout the school.
- Create the opportunity for all students to thrive.
- To develop a culture across the school which ensure that inclusive teaching practices and strategies are implemented to meet the needs of SEND students.

- Identifying barriers which prevent students from achieving their potential and assuring appropriate support is in place to overcome them.
- Manage the SEND department, including interventions staff, learning support assistants, admin support and liaising with external agencies.
- Inspire students to problem solve
- Foster a classroom environment based on mutual respect, inclusivity, and a love of learning.
- Participate in whole-school initiatives.
- Contribute to the wider life of the school community through extracurricular activities or pastoral support.

Essential Qualifications and Experience:

- Must hold **Qualified Teacher Status (QTS)**.
- Outstanding teaching experience in a secondary school setting.
- A passion for teaching and learning, with a commitment to student progress and achievement.
- A record of recent sustained progress in raising standards in inclusion, with improved outcomes for young people.
- An understanding and appreciation of the school's Christian ethos and values.
- Excellent communication and interpersonal skills.

Why Join Us?

- Be part of a community that values dignity, community, wisdom, and hope.
- Work in a supportive and collaborative environment with opportunities for professional growth.
- Enjoy access to excellent facilities and resources to support your teaching, including the use of iPads for every student as part of our innovative approach to learning.
- Be at the forefront of our exciting curriculum development, where technology and traditional teaching methods blend seamlessly to enhance the educational experience of every child.
- Make a positive impact on the lives of young people, utilising innovative practices to ensure every student in their care flourishes.

How to Apply:

To apply, please complete the application form available on the website, together with a covering letter outlining your suitability for the role. This must be emailed to hr@holytrinitycrawley.org.uk by **9am Wednesday 15th October 2025**

Interview: w/c 20th October 2025

For further information about the role or the school, please contact HR at hr@holytrinitycrawley.org.uk

The closing and interview dates are a guide only. We intend to review applications as they are received and call those shortlisted for immediate interview. An early application is advised, as once we have appointed, we will close the recruitment process.

Safeguarding Statement

This school and West Sussex County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an appropriate Disclosure and Barring Service check along with other relevant employment checks, including satisfactory references.