

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Harrowby Church of England Primary School &
St Wulfram's National Church of England Primary School

SENDCO



SENDCO

SALARY

Teachers Main Payscale plus SENDCO Allowance

HOURS

0.6 FTE

START DATE

January 2025

LOCATION

Harrowby Church of England Primary School &
St Wulfram's National Church of England Primary School

APPLICATION DEADLINE

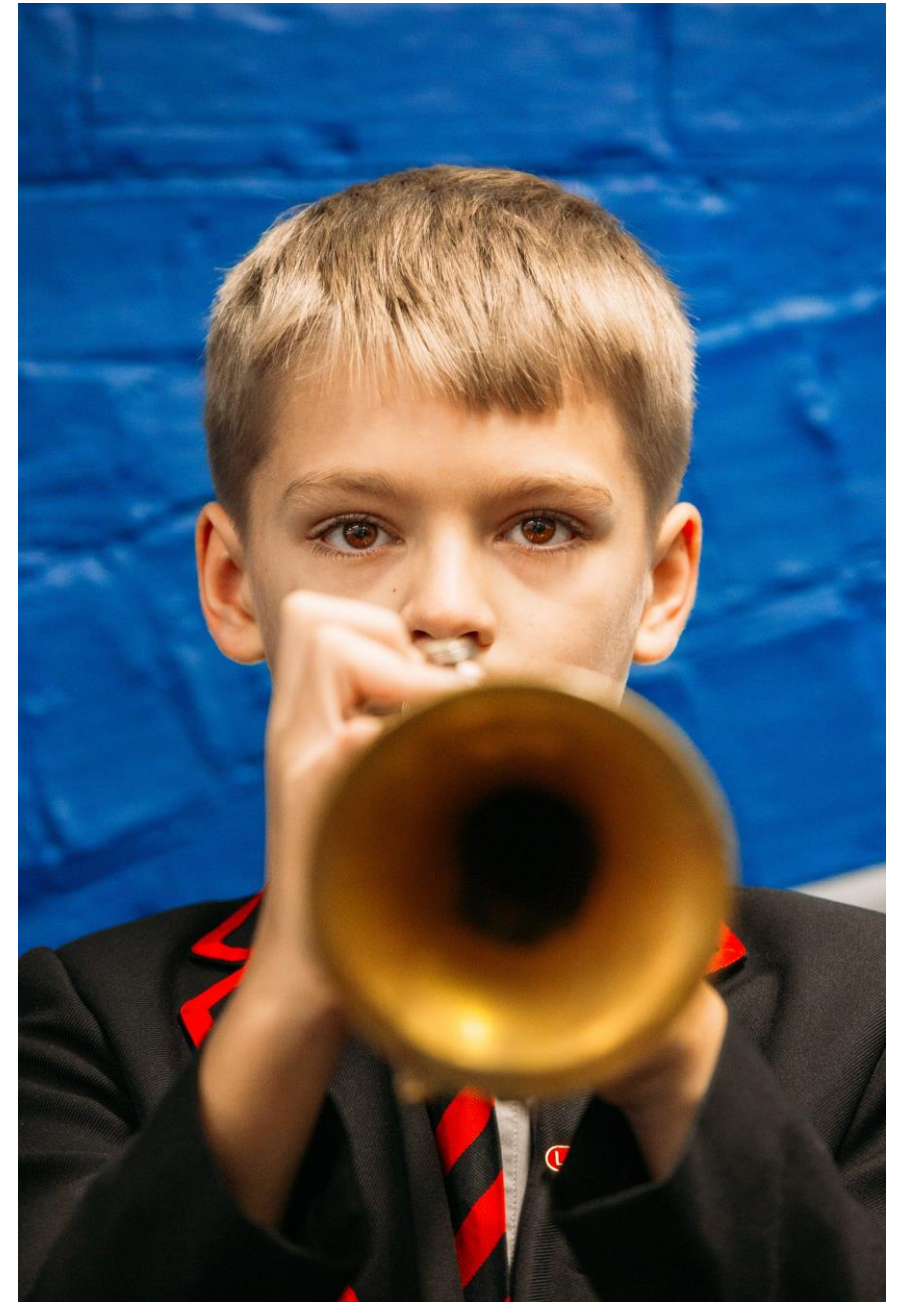
Monday 9th December 2024 (noon)

INTERVIEWS

W/C Monday 16th December 2024 (details to be confirmed)

For an informal discussion about the role, or to arrange a visit, please contact Harrowby Church of England Primary School on gareth.smith@laat.co.uk or on 01476 564417

Please go to [My Trust Careers](#) to apply



Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.


Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer


The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.




What our Colleagues say about us...




'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'



"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"



'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'



'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

You are the God who sees me (Genesis 16:13)

We see you and believe that you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
 - Over 70 online courses to support development
 - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
 - Free of charge counselling sessions
 - Free of charge physiotherapy
 - Personalised wellbeing coaching
 - Virtual GP - Accessible by smart phone, or computer with same day appointments



Harrowby Church of England Primary School

Harrowby is a happy and caring place where we have high expectations of all our children. Our aim is to ensure that every child's unique strengths are celebrated and strengthened alongside gaining an excellent academic, social, emotional and physical education.

Our Harrowby motto is: *The Heart of Harrowby – Hand in Hand We Learn*. We really value the partnership between home and school and see your child's learning journey through their time with us as a joint venture between all members of our school community.

A strong Christian ethos encourages responsible behaviour and respect for others, in the context of Christian belief and practice. Our five Christian values are at the heart of everything we do. We use these values to be the very best we can be and achieve our potential in an environment where we feel valued, cared for and secure; in an environment that believes in us, and we believe in it.

Visitors are always welcome. Please do not hesitate to arrange a time to visit the school or telephone if there is anything you would like to ask us.

St Wulframs's National Church of England Primary School

At St Wulfram's National Church of England Primary School, we value every individual with their own distinctive characters, gifts and abilities. We have at the heart of our work the belief that all children are loved by God and are intrinsically unique. We understand that children learn best when they are safe and happy, and we do our best to promote this. As we learn together in a supportive and nurturing school, we will thrive and be ready to face the challenges of life.

Our school motto is "Aim high believe, fly high achieve". Working together with parents and carers, we support and promote the spiritual, moral, social, cultural, physical and academic development of all in the school community. We actively encourage this through our Christian and British values, ensuring that everyone feels empowered to make a positive contribution towards a greater future; to be agents of change



Job Description

The successful candidate will work closely with the Executive Headteacher, Head of School and other senior colleagues, you'll use your leadership skills to manage provision in your school and to provide support to other teachers. You will oversee the day to day operation of the school SEND provision.

You will be responsible for supporting and raising the standards of achievement of children, supporting other staff in raising confidence and competence in this area and ensure that all children have a full entitlement to the National Curriculum.

As a qualified teacher post, this should be read in conjunction with the most recent School Teachers' Pay and Conditions Document.

Key Tasks and Responsibilities

Develop and oversee the implementation of the school's SEND strategy and policy.

Carry out assessments of pupils with SEND to identify needs and monitor progress - including observations in the classroom and meeting with teachers and parents.

Work with classroom teachers, the school leadership team, parents and relevant external agencies to develop, implement and monitor individual support/learning plans.

Evaluate the impact of inclusive teaching and support staff to improve practice.

Provide regular updates on pupil progress through written reports and meetings with Parents.

Make referrals and liaise with professionals outside of the school - this could include psychologists, health and social care providers, speech and language therapists and occupational therapists.

Organise and manage statutory reviews/obligations.

Attend CAF/TAC meeting as appropriate.

Provide advice, guidance and training to classroom teachers on supporting pupils with SEND.

Support teachers to develop schemes of work and learning programmes for pupils with SEND.

Support teachers to develop and implement effective teaching and behaviour management approaches in the classroom.

Work closely with the School Leaders and central operations partners to advise on the resources required to deliver value for money SEND provision.

Analyse school, local and national data and develop appropriate strategies and interventions, tracking their impacts.

Keep up to date with national and local policies related to SEND and cascade information to colleagues.

In accordance with the Teachers' Pay and Conditions Document there is a requirement for all teachers to contribute to the development of the school curriculum, teaching methods and their review.

Develop and plan bespoke interventions for students with SEND.

Lead on the development of quality first teaching to support students with SEND.

Coordinate IEP, EHCPs And EPEPs within school.

Be the Designated Teacher for Looked After Children.

Coordinate Access Arrangements including gathering evidence.

Overseeing the coordination of the SEND register and SEND files.

Review and complete EHCP consult documents.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during their work.

Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

Essential

Desirable

Qualified Teacher Status	*	
Evidence of additional study in relation to SEND	*	
SENDCo qualification or commitment to undertake it	*	
Experience of leading and managing a team	*	

Professional knowledge and understanding

Experience of working with children with a wide range of SEND	*	
Knowledge of training other teachers and or/introducing SEND initiatives	*	
The theory and practise of providing effectively for the needs of all children	*	
Planning and implementing provisions for children with SEND including monitoring and assessment	*	
Understanding funding mechanisms for SEND		*
Statutory National Curriculum requirements	*	
How to effectively monitor, assess and record pupil progress	*	
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEND and Child Protection	*	

Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Plan effectively to meet children's interests	*	
Establish good professional relationships with pupils, parents/carers and colleagues	*	

Approach to work - Candidates should

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	
Maintain confidentiality at all times	*	
Ability to accommodate changes in work practice	*	
Apply attention to detail to ensure accuracy and validity		
Be able to work independently as well as part of a team	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other - Candidates should

Be a positive role model	*	
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The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.



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THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



BE PART OF SOMETHING BIGGER



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Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

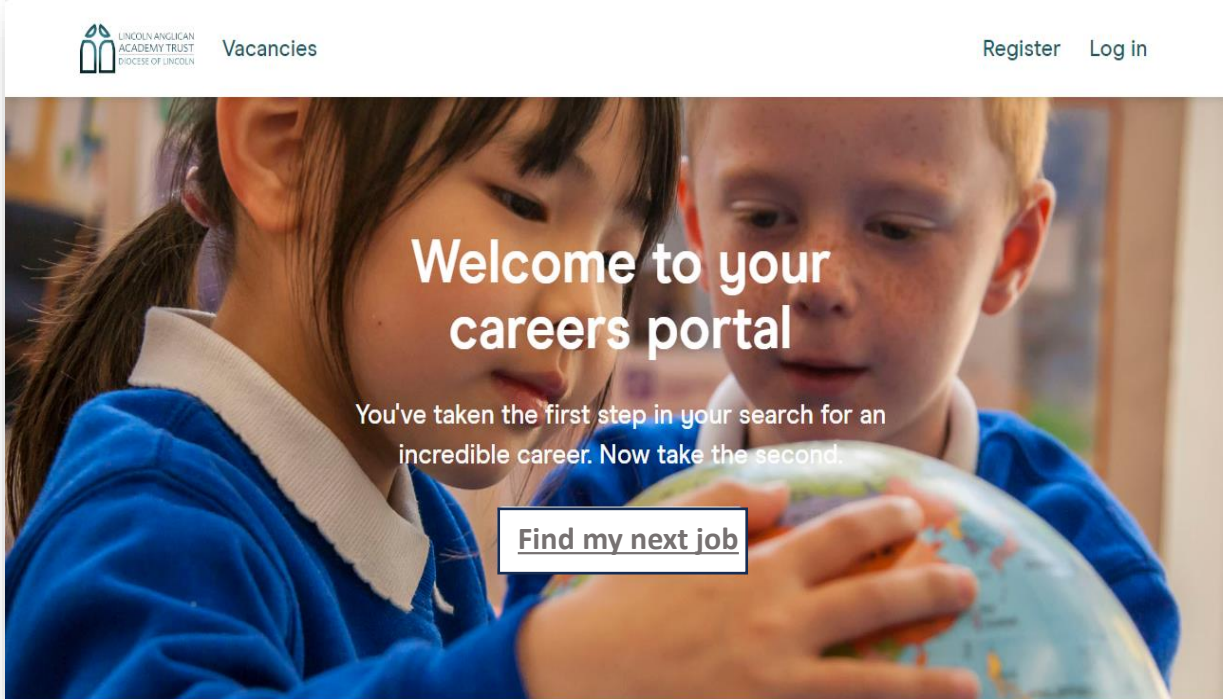
Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.



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Vacancies

Register Log in

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incredible career. Now take the second.

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