



SENDCO

(MPS/UPS + SEND Allowance)

**Leadership Responsibilities including Deputy Designated
Safeguarding Lead and Designated Teacher for Looked After &
Previously Looked After Children**

Part of the Mulberry Schools Trust



Every Child. Every Opportunity. Every Day.

At Mulberry Silverdale Primary School, we believe every child deserves an ambitious education, exceptional care and the opportunity to flourish.

We are seeking an inspirational, highly motivated and experienced SENDCo to join our Senior Leadership Team and lead our inclusive provision, ensuring that every child receives the support, challenge and opportunities they need to achieve their very best.

This is an exciting opportunity to join a thriving, ambitious primary school that places inclusion at the heart of everything it does.



CEO's Welcome

Thank you for your interest in joining **Mulberry Schools Trust**.

Founded in 2017, Mulberry Schools Trust is a flourishing family of primary and secondary schools serving communities across London and East Sussex. Our schools are united by a shared belief that every child deserves an exceptional education, regardless of background or circumstance.

Everything we do is driven by our ambition to develop confident, articulate and compassionate young people who are equipped with the knowledge, skills and character to thrive in an ever-changing world.

At Mulberry Schools Trust, we believe education transforms lives. Through ambitious teaching, exceptional pastoral care and rich opportunities beyond the classroom, we enable children and young people to fulfil their potential while contributing positively to their communities.

Our schools benefit from collaboration across the Trust, enabling colleagues to share expertise, innovate together and continually improve practice. Staff are supported through excellent professional development, leadership opportunities and access to the Mulberry College of Teaching and the East London Teaching School Hub.

Our commitment to inclusion is central to everything we do. We are proud of the diverse communities we serve and work tirelessly to ensure every child feels safe, valued and able to succeed.

Mulberry Silverdale Primary School is an excellent example of these values in action. The school combines high expectations with genuine care for every child, creating an environment where pupils flourish academically, socially and emotionally.

If you are passionate about inclusive education and share our belief that every child deserves the very best, we would be delighted to receive your application.

Thank you for considering joining our Trust. We look forward to learning more about you.

Alice Ward

Interim CEO

Mulberry Schools Trust



Our Vision

Our vision is to be a key provider for quality education so that all of our students leave us as highly qualified, confident and articulate young people with a wealth of experience.

This vision is under-pinned by moral purpose – a desire to do more to improve the quality of education for all children and young people – and a commitment to schools working together to secure an inclusive, ambitious, collegiate and high-quality offer.

A Mulberry education is premised on three under-pinning principles:

1. Access to education and the chance to be educated is a human right in a civilised world.

We believe that every young person should receive the same opportunities and quality of education, regardless of their natural ability or where they come from. Our Trust was formed to enable our partners to deliver the best possible educational outcomes for their young people and the communities they serve through sharing expertise and promoting outstanding practices.

2. Education should provide rich intellectual and personal development for individuals and communities of people.

An education offered by the Trust is concerned with the spiritual, moral, social, cultural and physical development of people so they have self-determination and can create for themselves fulfilled, happy lives. It is also concerned with equipping people for employment, making a contribution to the economy as well as enabling them to sustain themselves financially.

3. Education is a public good.

To have universal school education brings economic and social benefits to the whole of society; it creates greater peace, prosperity and economic and social well-being. The Mulberry Schools Trust is outward facing and contributes to education beyond the doors of its own schools.

These principles shape the aims of the Trust's education: the curriculum that is delivered, the personal development that is offered and the wider opportunities that are provided across the system.

Our Aims

Our aim is to develop creativity, leadership and a life-long love of learning in our students which will enable them to lead enriched, happy and fulfilled lives, making a contribution to their own community, to British society and to global well-being.

Every student will receive an education that:

1. Engenders high levels of academic and technical ambition
2. Provides rich personal development
3. Enables the development of students' high aspirations and self-determination

Bringing Down Barriers to Success

Our shared background in providing for disadvantaged communities has inspired the Trust to build up a broad network of partnerships to aid and develop student experience, opportunity, drive and success. It is our belief that there should be no barriers to each child's future and that society should, and can, be a level playing field. Aspiring for this to be reality we promise to:

- Emphasise high quality subject teaching that is reinforced by excellent support for learning and intervention.
- Deliver inclusion services that assist personal development.
- Provide excellent pastoral care so no student goes unsupported.
- Continually develop strong leadership and have high levels of expertise in education, supplemented by knowledgeable, committed and challenging governance.

Partnerships with Impact

The Mulberry Schools Trust's corporate and arts partners, such as Bank of America Merrill Lynch, the British Film Institute, the National Theatre, the London Stock Exchange Group, the Donmar Warehouse, the Southbank Centre, Barts NHS Trust and others, will all contribute extensively and be central to the wider extra-curricular experiences that the Trust is able to offer to achieve its aims.



Welcome from the Headteacher

Dear Applicant,

Thank you for your interest in the position of **SENDCo** at **Mulberry Silverdale Primary School**.

This is an exciting opportunity to join a welcoming, ambitious and rapidly developing school at a significant point in our journey as part of the Mulberry Schools Trust.

At Mulberry Silverdale Primary School, we are proud to serve the community of St Leonards-on-Sea and Hastings. Our school is built upon a simple but powerful belief: every child deserves to flourish. We strive to create an environment where children are inspired to be curious, resilient and ambitious learners, while feeling safe, valued and supported every day.

Our inclusive ethos underpins everything we do. We believe that high-quality teaching, combined with carefully planned support, enables every child—regardless of need or background—to access an ambitious curriculum and achieve success.

As our SENDCo, you will play a pivotal role in shaping the strategic direction of inclusion across the school. Working as a member of the Senior Leadership Team, you will lead the development of outstanding provision for children with Special Educational Needs and Disabilities, champion our most vulnerable learners and work collaboratively with staff, families and external agencies to remove barriers to learning.

We are looking for someone who is:

- passionate about inclusion and equity
- committed to achieving the very best outcomes for every child
- an outstanding classroom practitioner
- an inspiring leader who develops others
- knowledgeable about current SEND practice and evidence-informed teaching
- committed to continual professional growth.

In return, you will join an exceptional team of dedicated professionals who genuinely care about making a difference. Through Mulberry Schools Trust you will benefit from high-quality professional development, opportunities to collaborate across our family of schools and the chance to shape the future of inclusive education.

If you share our ambition to ensure every child thrives, we would be delighted to hear from you.

Thank you for your interest in our school.

I look forward to receiving your application.

Jonathan Morris

Headteacher

Mulberry Silverdale Primary School

About Mulberry Silverdale Primary

About Mulberry Silverdale Primary School

Mulberry Silverdale Primary is a thriving three-form entry primary school located in St Leonards-on-Sea, East Sussex, serving children aged 5–11. The school became part of the Mulberry Schools Trust on 1 March 2026, marking an exciting new chapter in its history while building upon the strong foundations, distinctive identity and inclusive ethos that have been developed over many years.

Situated in the heart of the Hastings community, Mulberry Silverdale is proud to serve a diverse and vibrant local area. The school recognises the importance of understanding its community context and works tirelessly to provide an ambitious, enriching and inclusive education that enables every child to flourish, regardless of background or circumstance. The school's commitment aligns closely with the Mulberry Schools Trust vision of inspiring children and staff to flourish, developing confidence, ambition and the skills needed to succeed in life.

Our History and Community

Originally established as Silverdale Primary School, the school has a long-standing connection with families in St Leonards-on-Sea and the wider Hastings area. The school has evolved over time, becoming an academy in 2015 and continuing to strengthen its provision, curriculum and facilities. In 2026, the school joined Mulberry Schools Trust and was renamed Mulberry Silverdale Primary, creating opportunities to collaborate with a wider family of schools while retaining the unique strengths and character of the school community.

The school is proud of its strong relationships with pupils, families and the wider community. Staff know children as individuals and place relationships, belonging and inclusion at the centre of school life. Through working closely with families and local partners, Mulberry Silverdale seeks to ensure every child feels valued, supported and able to achieve their ambitions.

The Curriculum

A Rich and Ambitious Curriculum

At Mulberry Silverdale Primary, our curriculum is designed to inspire a lifelong love of learning, develop powerful knowledge and equip every child with the skills, confidence and character needed to succeed. We believe that every child deserves an exceptional education that recognises their individual starting points, builds upon prior learning and provides rich opportunities to explore, question and understand the world around them.

Our broad and balanced curriculum combines carefully sequenced knowledge and skills with meaningful experiences that allow pupils to make connections, think critically and develop as independent learners. Through a mastery approach, children revisit and deepen their understanding over time, building strong foundations across reading, writing, mathematics and the wider curriculum. We are committed to ensuring that pupils **know more, remember more and can apply their learning with confidence**.

Reading is at the heart of our curriculum. Through exposure to high-quality texts, rich vocabulary and diverse experiences, we develop confident readers who are able to access learning across all subjects and develop a deeper understanding of the world. Our curriculum promotes curiosity, creativity and critical thinking, enabling pupils to become thoughtful, reflective and motivated learners.

Our curriculum is shaped by the Mulberry Schools Trust values:

- **Achieving Ambitions** – inspiring pupils to set high aspirations, believe in their potential and strive for excellence.
- **Working Together** – developing collaboration, respect and positive relationships so that pupils learn with and from one another.
- **Delivering Excellence** – maintaining high expectations in teaching, learning and behaviour, ensuring every child is challenged to achieve their best.
- **Nurturing Potential** – recognising the uniqueness of every child and providing the support, challenge and opportunities needed for all pupils to flourish.

We believe that education extends beyond the classroom. Our curriculum is enriched through carefully planned experiences including educational visits, visitors, sporting opportunities, music, performance, leadership opportunities, Forest School and wider community activities. These experiences broaden pupils' horizons, develop cultural capital and help children build confidence, resilience and the wider life skills needed to become successful citizens.

At Mulberry Silverdale, we are committed to developing children who are **ambitious, courageous, determined, dynamic, inspirational and resilient**. By combining academic excellence with character development and rich experiences, our curriculum prepares pupils not only for the next stage of their education but for a successful and fulfilling future.

JOB DESCRIPTION



Job Title: SENDCo

Reports to: Headteacher

Salary scale: MPS/UPS + SEND allowance

Duration: Permanent

This is a full-time position.

Purpose of the Role

As a member of the Senior Leadership Team, the SENDCo – Inclusion will provide strategic leadership for inclusion across the school, ensuring every pupil has equitable access to an ambitious curriculum and achieves their full potential.

The postholder will lead the strategic development and operational management of Special Educational Needs and Disabilities (SEND), champion the educational achievement of Looked After and Previously Looked After Children, act as Deputy Designated Safeguarding Lead, and oversee provision for vulnerable and disadvantaged pupils, including those eligible for Pupil Premium and pupils with English as an Additional Language (EAL).

Working closely with the Headteacher, SLT, staff, governors, families, external agencies and the Mulberry Schools Trust, the postholder will develop an inclusive culture where high expectations, evidence-informed teaching and effective safeguarding enable every child to flourish.

Strategic Leadership

The SENDCo will:

- Contribute fully to the strategic leadership and management of the school.
- Lead the development of an inclusive school culture where every pupil is valued and supported to succeed.
- Drive improvements in teaching, learning and curriculum adaptation for pupils with additional needs.
- Lead whole-school improvement priorities relating to inclusion, SEND and vulnerable pupils.
- Contribute to the School Improvement Plan and Self-Evaluation Framework.
- Report regularly to the Executive Headteacher, Governors and Trust on the impact of inclusion strategies.
- Promote high expectations and ambitious outcomes for every pupil.
- Ensure statutory responsibilities relating to SEND, safeguarding and children in care are fully met.

Leadership of SEND

As the school's SENDCo, the postholder will:

- Provide strategic leadership for SEND across the school.
- Lead implementation of the SEND Code of Practice.
- Oversee the graduated approach (Assess, Plan, Do, Review).
- Coordinate high-quality provision for pupils with SEND.
- Ensure adaptive teaching is embedded in every classroom.
- Monitor the quality of teaching for pupils with SEND.
- Analyse attainment, progress and attendance data.
- Lead identification and assessment of pupils requiring additional support.
- Coordinate Education, Health and Care Needs Assessments and Annual Reviews.

- Maintain accurate SEND records.
- Ensure provision maps remain effective and evidence-informed.
- Monitor the impact of interventions.
- Advise and coach teachers on inclusive classroom practice.
- Lead professional development relating to SEND and adaptive teaching.
- Ensure reasonable adjustments are implemented consistently.
- Work closely with parents and carers to build effective partnerships.
- Liaise with Educational Psychologists, Health Services, Social Care and other external professionals.
- Ensure statutory duties are fulfilled in accordance with the SEND Code of Practice.

Deputy Designated Safeguarding Lead (DDSL)

Working under the direction of the Designated Safeguarding Lead, the postholder will:

- Deputise for the DSL when required.
- Promote a strong safeguarding culture across the school.
- Support safeguarding referrals and child protection processes.
- Attend Child Protection Conferences, Core Groups and professional meetings.
- Lead Early Help processes where appropriate.
- Maintain accurate safeguarding records using the school's recording systems.
- Monitor the welfare, attendance and wellbeing of vulnerable pupils.
- Support staff in identifying safeguarding concerns.
- Deliver safeguarding updates and training.
- Work closely with Children's Services, Early Help teams, Police, Health and other agencies.
- Ensure safeguarding procedures comply with Keeping Children Safe in Education.
- Support safeguarding audits and quality assurance activities.
- Promote safeguarding awareness amongst pupils, families and staff.

Designated Teacher for Looked After and Previously Looked After Children

The postholder will fulfil the statutory responsibilities of the Designated Teacher by:

- Promoting high aspirations and educational achievement for Looked After and Previously Looked After Children.
- Acting as the school's lead professional for Children in Care.
- Coordinating Personal Education Plans (PEPs).
- Attending PEP meetings and review meetings.
- Working closely with carers, social workers and Virtual School colleagues.
- Monitoring attendance, progress, wellbeing and engagement.
- Ensuring effective use of Pupil Premium Plus funding.
- Supporting smooth transition into, through and beyond the school.
- Advising staff on attachment-aware and trauma-informed practice.
- Ensuring school policies reflect the needs of children in care.
- Reporting outcomes to Governors and senior leaders.

Leadership of Vulnerable and Disadvantaged Pupils

The postholder will work alongside the Vice Principal to:

- Oversee provision for vulnerable learners, including pupils eligible for Pupil Premium and those with EAL.
- Monitor the impact of interventions.
- Ensure barriers to learning are identified and addressed.
- Work collaboratively with pastoral teams to improve attendance, behaviour and wellbeing.
- Promote equity through evidence-informed practice.
- Support effective transition arrangements.

Teaching, Learning and Curriculum

The postholder will:

- Maintain exemplary classroom practice.
- Model outstanding adaptive teaching.
- Ensure curriculum adaptations enable all pupils to access ambitious learning.
- Promote evidence-informed teaching approaches.
- Support subject leaders to develop inclusive curriculum design.
- Ensure assessment information is used effectively to improve outcomes.

School Improvement

The SENDCo will:

- Lead quality assurance activities relating to inclusion.
- Conduct lesson visits, learning walks and work scrutiny.
- Analyse school performance data.
- Identify priorities for improvement.
- Evaluate the impact of interventions.
- Prepare evidence for Ofsted, Trust reviews and external inspections.
- Ensure statutory documentation remains compliant.

Staff Leadership and Professional Development

The postholder will:

- Lead professional development relating to inclusion.
- Coach and mentor colleagues.
- Support Early Career Teachers.
- Performance manage designated staff.
- Promote collaborative professional learning.
- Keep up to date with national developments in SEND, safeguarding and inclusion.

Partnership Working

The postholder will:

- Develop strong partnerships with parents and carers.
- Work effectively with governors.
- Build productive relationships with external agencies.
- Represent the school at multi-agency meetings.
- Work collaboratively across Mulberry Schools Trust.

Additional Professional Responsibilities

The postholder will:

- Uphold the Teachers' Standards and the National Standards of Excellence for Headteachers.
- Support the ethos and values of Mulberry Schools Trust.
- Promote equality, diversity and inclusion.
- Undertake duties reasonably required by the Executive Headteacher.
- Contribute fully to the wider life of the school.

Safeguarding

The SENDCo will:

- Safeguard and promote the welfare of all children.
- Act as Deputy Designated Safeguarding Lead.
- Ensure statutory safeguarding guidance is implemented consistently.
- Promote a culture where safeguarding is everyone's responsibility.
- Follow all Trust safeguarding procedures.

Qualifications

Essential

- Qualified Teacher Status.
- Degree or equivalent qualification.
- National Award for SEN Coordination (NASENCo) or willingness to achieve within statutory timescales.
- Evidence of sustained professional development.

Desirable

- NPQ for SENCOs, NPQSL or equivalent leadership qualification.
- Additional qualifications in SEND, safeguarding or inclusion.

Experience

Essential

- Successful classroom practitioner with evidence of strong pupil outcomes.
- Experience of leading SEND provision.
- Experience of multi-agency working.
- Experience of working with families.
- Experience of supporting vulnerable pupils.
- Experience of analysing school performance data.
- Experience of leading staff development.

Desirable

- Previous senior or middle leadership experience.
- Experience as a Deputy Designated Safeguarding Lead.
- Experience as Designated Teacher for Children in Care.
- Experience of leading school improvement.

Knowledge

The successful candidate will demonstrate secure knowledge of:

- SEND Code of Practice.
- Keeping Children Safe in Education.
- Working Together to Safeguard Children.
- Statutory guidance for Designated Teachers.
- Adaptive teaching and evidence-informed practice.
- Assessment and curriculum design.
- Trauma-informed and attachment-aware practice.

Skills

The successful candidate will demonstrate the ability to:

- Lead strategically.
- Inspire and develop staff.
- Analyse complex data.
- Build positive relationships.
- Communicate effectively with a wide range of stakeholders.

- Manage competing priorities.
- Lead change successfully.
- Promote inclusion across the school.

Personal Qualities

The successful candidate will:

- Demonstrate an unwavering commitment to inclusion.
- Have high expectations of every child.
- Be resilient, reflective and solution-focused.
- Lead with integrity and professionalism.
- Champion safeguarding.
- Promote collaboration and continuous improvement.
- Model the values of Mulberry Schools Trust.

This job description is intended to outline the main duties of the post. It is not exhaustive and may be amended, following consultation, to reflect the changing needs of the school and the Trust.

This post is subject to an Enhanced DBS check, satisfactory references, online checks and all other safer recruitment requirements in line with Keeping Children Safe in Education.

Closing Date: Sunday 13th September 2026

Interview Date: w/c 21st September 2026

Start Date: January 2027

Safeguarding

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced DBS clearance. We are dedicated to equality and valuing diversity.

Candidates who are selected for interview will be informed following the shortlisting process and full details of the interview will be provided. If you do not hear from us within 14 days of the closing date of the position, unfortunately, you have been unsuccessful on this occasion.

We will seek references on shortlisted candidates and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.