NICHOLAS CHAMBERLAINE SCHOOL

Seeks to appoint a

SENDCo

MPS/UPS + TLR2d

Start Date: April 2027







Successful Learners | World Citizens

Contents

An Introduction to Nicholas Chamberlaine School	3
The benefits of working at Nicholas Chamberlaine School	4
Department Details	5
Person Specification	6
The GST Family	7
How to Apply	8

An introduction to Nicholas Chamberlaine School



Thank you for your interest in becoming part of our school community.

Nicholas Chamberlaine School is a secondary school with VI Form provision in Bedworth, Warwickshire. We have been serving the community for over 60 years and are proud of the impact we are making on the lives of our young people.

In September 2013, we were delighted to join the Griffin Schools Trust and are now part of a family of schools with a distinctive identity. Our closest partner schools are Race Leys Junior School, Park Lane Primary School and Exhall Junior School, and we benefit from working together as a strong and supportive collegiate.

We have a strong vision. Nicholas Chamberlaine is committed to providing an excellent and inspiring educational experience for all our students. To support this, Nicholas Chamberlaine School:

- raises aspirations, expectations and achievement for all students
- ensures students acquire the knowledge, skills and qualifications relevant to adult life and employment
- shows students how to think for themselves, to develop enquiring minds and become disciplined learners
- helps students to understand the world in which they live and their own responsibilities as members of our community and society
- broadens our students' horizons through a range of academic, creative, sporting and musical activities within and beyond the classroom.

We are passionate about educating young people through a well-rounded approach built on rich co-curricular programmes and high-quality pastoral care as well as an inspiring curriculum, expertly taught.

N Minty
Head of School

www.nicholaschamberlaine-gst.org

The Benefits

Nicholas Chamberlaine School is committed to challenging educational and social disadvantage and aims to instil in students the ability to think critically and creatively.

The experience of working for Nicholas Chamberlaine School, and The Griffin Schools Trust, is unique. You will receive challenge and support to become expert in your field, develop the highest-level leadership skills and benefit from the wisdom of an extended family of supportive colleagues. There are excellent opportunities to work with peers and senior Trust staff on elements of our secondary strategy, to engage in leadership training as well as join a research-based Masters Programme.

We engage in a wide variety of Proud Traditions and experiences, including The Griffin Sports Festival, Arts Festival and Science Symposium, which give our community an exceptional breadth of experience.

. . . . . .Wellbeing. . . . . .

- We never use all of 1265
- We have reduced data drops to allow for more teaching and learning.
- We do not roll over the timetable in the summer term, instead we give staff time to work on core priorities and provide staff with essential CPD.
- We have disaggregated 2 teacher training days so that staff can take part in the Effective Formative Assessment programme twilight sessions.
- Curriculum planning is centralised within departments, allowing teachers to focus on adapting from base lessons, rather than having to create from scratch.
- We offer excellent professional development opportunities including NPQs and Trust funded Masters programmes, providing time in school to support.
- We encourage and support teachers to become exam markers.
- Departments are given at least 3 meeting per half term to share practice and subject knowledge.
- We minimise emails by having one Staff Comms per week and one MLT comms per week.
- All detentions are centralised to allow teachers more time to prep.
- We support staff to balance the needs of family life with part time and flexible contracts and paid/unpaid time off.
- All colleagues have free access to a modern gym on site.
- All colleagues can take advantage of the bike to work scheme.
- Weekly staff breakfasts on a Friday.
- Sharing good practice work with other departments.



Department Details

Our Inclusion team is based in the central hub of the school and operates a core base, offering a range of additional interventions for students with a range of difficulties, from specific learning difficulties to moderate learning difficulties, sensory difficulties, as well as challenges which may present as behavioural. In addition to this, the Inclusion Team offer Curriculum support to those students who require short term support, to access the curriculum at a level that meets their bespoke needs at that time.

Starting next academic year we are aiming to create our extended inclusion programme providing a bridge between primary and secondary school, alongside bespoke individual provision. This is an exciting opportunity for you to be involved in the development of a new inclusion programme, sharing your ideas about current best SEND practice.

As a fully inclusive mainstream provision, all students are integrated into the everyday life and teaching of the school, but may be withdrawn for specialist interventions depending on need.

What we are looking for:

- A talented individual who wants to be part of transforming education to create exceptional places of learning.

You will need to be:

- A qualified teacher (holding QTS or equivalent and a relevant undergraduate degree) to teach across all key stages and who has excellent subject knowledge;
- Recent experience of involvement in innovative curriculum development;
- Successful experience of meeting SEND needs, for example leading on intervention;
- A committed practitioner who will want to attain the highest standards in teaching and learning and who will expect excellence from the students;
- A collaborative and motivated individual who will lead the subject through a variety of innovative approaches including curriculum design, teaching strategies, use of technology and intervention programmes.
- **The SENDCo qualification and experience of working with students with SEND is essential.**

Person Specification

Nicholas Chamberlaine School is seeking a committed and highly effective SENDCo to play a key role in strengthening our inclusive practice and ensuring that every student, regardless of need, can thrive.
This is an exciting opportunity for a practitioner who combines strong SEND expertise with the drive to make a tangible difference to students' outcomes. You will be a visible and credible presence across the school, supporting colleagues, students, and families with clarity, care, and high expectations.

The Role
Working closely with the Senior Leadership Team, the SENDCo will support the strategic and operational delivery of SEND provision across the school.
You will play a central role in ensuring that systems are robust, provision is high quality, and that all students with SEND are supported to achieve their full potential.

The successful candidate will:

Provide Confident Support and Leadership
Support the day-to-day organisation of SEND provision, ensuring that systems are implemented consistently and effectively across departments.
Strengthen Teaching and Learning
Work with teachers to ensure high-quality adaptive teaching, translating SEND strategies into impactful classroom practice.
Develop and Support Staff
Contribute to the development and deployment of Teaching Assistants, supporting high expectations and effective practice.
Collaborate with Purpose
Work closely with pastoral teams, subject leaders, families, and external agencies to ensure coordinated and effective support for students.
Champion Inclusion
Promote a culture where every student is known, supported, and challenged, modelling an unwavering belief in their potential.
Our Context
Nicholas Chamberlaine School is part of the Griffin Schools Trust and is committed to providing an inclusive education rooted in strong relationships and high expectations.
We are focused on ensuring that all students, particularly those who are disadvantaged or have additional needs, are supported to succeed through high-quality teaching, clear systems, and targeted intervention. The SENDCo will play a vital role in driving this work forward.

What we are looking for

- Experience of working with students with SEND is essential
- A strong understanding of inclusive classroom practice
- The ability to work collaboratively with staff, families, and external agencies
- A commitment to high expectations and improving outcomes for vulnerable students
-

The SENDCo qualification and experience of working with students with SEND is essential.

In Return, We Offer:

- A strong and supportive school community with a clear moral purpose
- A leadership team committed to professional growth and continuous improvement
- The opportunity to shape and strengthen SEND provision across the school

We are looking for someone who notices the students who need us most, who is relentless in improving provision, and who ensures that no student is overlooked.
This role would suit a practitioner who combines ambition with compassion and is ready to contribute meaningfully to whole-school improvement.

Griffin Schools Trust
FAMILY OF SCHOOLS



WEST MIDLANDS

- Bramford Primary School
- Chivenor Primary School
- Perry Wood

EAST LONDON

- The Lammas School
- Riverley Primary
- Willow Brook Primary

NORTH WARWICKSHIRE

- Nicholas Chamberlaine School
- Race Leys Junior School
- Park Lane Primary School
- Exhall Junior School

MEDWAY

- Kingfisher Primary School
- Lordswood School
- Saxon Way Primary School

Griffin Schools Trust

How to Apply

NICHOLAS CHAMBERLAINE SCHOOL

We would love to show you the heart of Nicholas Chamberlaine School so that you can get a sense of how well matched you may be to our professional community as a school and as a Trust. Please look at our website (www.nicholaschamberlaine-gst.org) and explore the Trust website as fully as you can (www.griffinschoolstrust.org). You will see evidence of the shared life of the schools in the Trust in events such as the Science Symposium, the Arts Festival, the Sports Festival and Founders Day.

The Trust really is a family of schools which work closely together within and across phases and geographical hubs. So, in joining Nicholas Chamberlaine, you do have good relationships with local authority schools and projects but you also have strong working relationships with your peers in two secondary schools in Milton Keynes and East London as well as day to day involvement with our two GST neighbour primaries, Race Leys and Park Lane, both examples of what a Griffin Great School looks and feels like. It is that journey to Griffin Great that informs our development planning.

Ofsted validates our progress within a defined national framework: it emphatically does not set our agenda.

Please read the attached Griffin Great descriptors very carefully because that is the culture and performance you will be helping us to build should you join us. Your research into Nicholas Chamberlaine School will help you to travel.

Having researched sufficiently to decide to apply, please tell us in no more than two sides of A4 in 11 point font (1) why you want to join Nicholas Chamberlaine School as a SENDCo and what you see as our challenges (2) why your personal track record matches or exceeds our requirements.

Please include a full CV with the names and direct contact details of two referees (one being your most recent employer) and the completed Application Form We will contact your referees before shortlisting and may also have a phone call with you.

Applications should be received no later than Friday 11 December 2026 by 9.00am. Completed applications to include a full CV and covering letter should be addressed to Natalie Minty (Head of School) and sent to recruitment@nicholaschamberlaine.co.uk

Interviews may take place before the deadline on receipt of successful application's. Therefore, we reserve the right to withdraw the advert before the deadline.

If you would like a confidential exploratory call once you have done initial research into Nicholas Chamberlaine School and the Griffin Schools Trust, please email h.yeomans@nicholaschamberlaine.co.uk who will make an appointment.