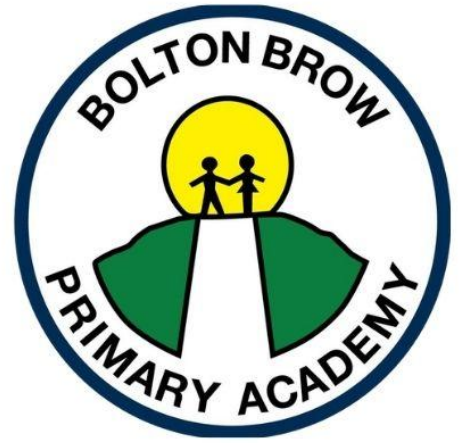


The people behind the magic.



JOIN OUR TEAM



SENDCO (Primary)

Early Years Teacher

Salary: Teacher Scales plus TLR2a £3,527.

Contract: Permanent.

Hours: Full time.

Closing Date: Thursday 8th October 2026 at 9am.

Interview: Friday 16th October 2026.

Start Date: January 2027.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



Together
Learning Trust



THE SCHOOL

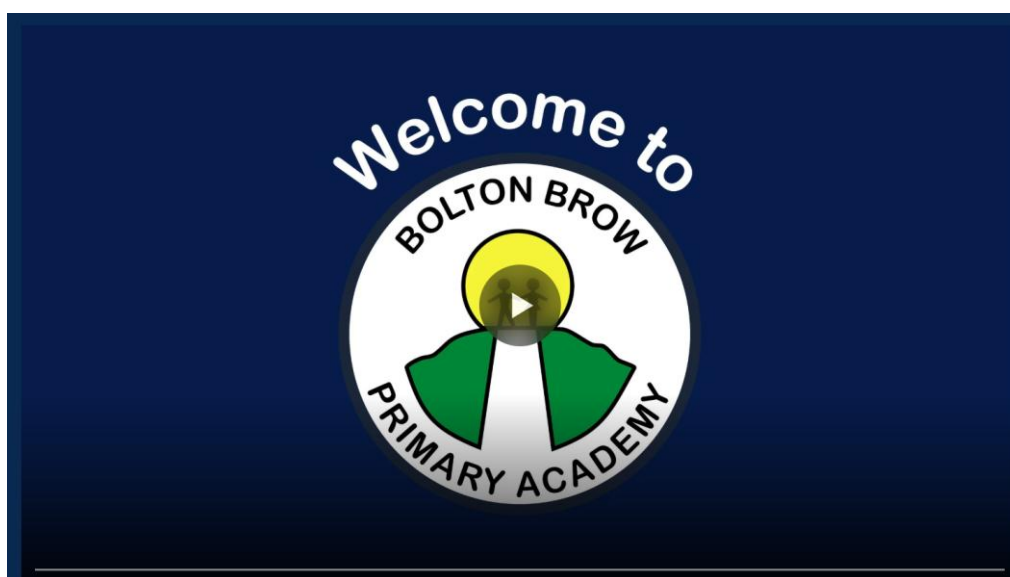
Proud to be Brow!

There's something you notice the moment you walk through our doors. Visitors comment on it all the time a warmth, a sense of belonging that's hard to define but impossible to miss.

Bolton Brow has been part of the Sowerby Bridge community since 1896. Generations of families have attended this school, and many stay connected long after they leave. Our children are curious, caring and genuinely enthusiastic about school life, it was they who came up with 'Proud to be Brow' and they mean every word of it.

Our staff work hard, know their children well and take real pride in being here. Parents and carers are active partners in school life, not just an audience and as part of Together Learning Trust, we have the support of a wider network of schools behind us while remaining distinctly, proudly ourselves.

Watch our welcome video www.boltonbrow.com/welcome



"My children are challenged and supported. I cannot speak highly enough of the team at Bolton Brow."

- PARENT COMMENT 2025

EXPLORE MORE



www.boltonbrow.com



@Proud2bBrow



When schools collaborate, incredible things happen.

Together Learning Trust is a group of schools that genuinely like working together.

That might sound like a small thing. It isn't. Nobody in our schools is working in isolation, trying to solve problems that someone two miles away has already solved. Expertise shared across nine schools belongs to all of them.

Primary schools, secondary schools, sixth forms and a special school that's around 5,800 young people across Calderdale and Kirklees. Rooted in West Yorkshire. Built around a belief that when schools work like this, something remarkable happens for children.

That belief comes from a clear set of values: integrity, excellence, and joy. Not about how children should live, but about how our Trust leads, how decisions get made, how people hold themselves to account and what it means to do this work well.

Each of our schools has its own identity, shaped by its community and its children. Being part of our Trust does not change that. It adds to it.

DAVID LORD, CHIEF EXECUTIVE OFFICER

Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."



- DAMIAN BALL
Assistant Headteacher, The Brooksbank School

EXPLORE MORE



www.togetherlearningtrust.co.uk

Together
Learning Trust

SENDCO Early Years Teacher

Are you passionate about making a lasting difference in the lives of children with special educational needs? We are seeking a committed and inspirational Primary SENDCo to join our team from January 2027. This is a unique opportunity to lead and shape inclusive practice at the heart of a warm, ambitious school community. Working closely with our Headteacher and the Trust Director for SEND / Inclusion, you will play a vital role in ensuring that every child receives the support they need to thrive. If you're a strategic thinker with a deep understanding of SEND (or passion to develop it!) and a drive to empower both pupils and staff, we would love to hear from you.

What the role involves in a nutshell:

- Ensure the school carries out its statutory responsibilities regarding all children with SEND.
- Lead on providing any children with SEND the support required to help them access their education and reach their full potential.
- Coordinate the provision for children with SEND, and advise other staff and parents on various aspects related to meeting pupils' needs effectively.
- Work with external agencies to co-ordinate their contribution, provide maximum support and ensure continuity of provision.
- Provide strategic leadership, professional guidance and coaching to staff to secure consistently good teaching for SEND students.
- Be responsible for managing and completing SEND administration and maintaining excellent record keeping in relation to the role.
- Hold the NASENCO qualification or be willing to undertake the NPQSEN as supported by the Trust.
- You will also teach Early Years children as determined on an annual basis by the Headteacher.
- To carry out the professional teaching duties covered by the latest School Teachers' Pay and Conditions Document. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- | | |
|--|---------------------------------------|
| • Automatic enrolment to the Teacher Pension Fund. | • Annual Flu Vaccines. |
| • A Supportive and forward-thinking Leadership Team. | • Home & Technology Scheme. |
| • Staff development through proactive personal and professional development. | • Rewards and discounts. |
| | • GP Online and Prescription Service. |
| | • Your Care Wellbeing Platform & EAP. |
| | • Lifestyle benefits & discounts. |

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

A tour of the school is encouraged, please call the office to arrange this.

ROLE PROFILE | SENDCO (Primary)

Accountable to:	Line Manager
Accountable for:	Roles/Departments that report to the role
Job Family:	Specialist Support
Salary:	Teacher Scales plus TLR2a
Hours:	1.0 FTE

CORE PURPOSE

The SENDCO leads and coordinates SEND provision across the school, ensuring pupils with SEND receive high-quality support, make strong progress and are able to thrive within an inclusive learning environment. Working closely with the Headteacher, Leadership Team, Trust Director for SEND/Inclusion, staff, families and external agencies, the postholder provides strategic direction, drives continuous improvement in SEND practice and provision, and ensures statutory responsibilities are fulfilled effectively. As a qualified teacher, the postholder also delivers high-quality teaching, modelling inclusive practice and supporting positive outcomes for all pupils.

The postholder is committed to delivering high-quality performance each day to ensure students and schools thrive. They act as an ambassador for the Trust, modelling its values and expected behaviours. They maintain credibility by consistently applying the technical expertise and professional standards required for the role.

KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

SEND Strategy, Leadership and Improvement

- ✓ Lead the strategic development, implementation and evaluation of SEND provision across the school, ensuring high-quality inclusive practice, statutory compliance and continuous improvement that enables pupils with SEND to achieve positive outcomes.

Pupil Progress and Provision

- ✓ Oversee the identification, assessment, monitoring and review of pupils with SEND, using data, professional judgement and targeted interventions to ensure individual needs are met and pupils make sustained progress

Staff Development and Quality of Education

- ✓ Provide specialist guidance, challenge and professional development to staff, ensuring quality-first teaching and effective inclusive practice are consistently embedded across the school.

Partnerships, Communication and Compliance

- ✓ Build effective relationships with parents, carers, external agencies and Trust colleagues while maintaining accurate records, managing EHCP processes and ensuring all SEND documentation and reporting requirements are compliant and up to date.

Teaching and Learning

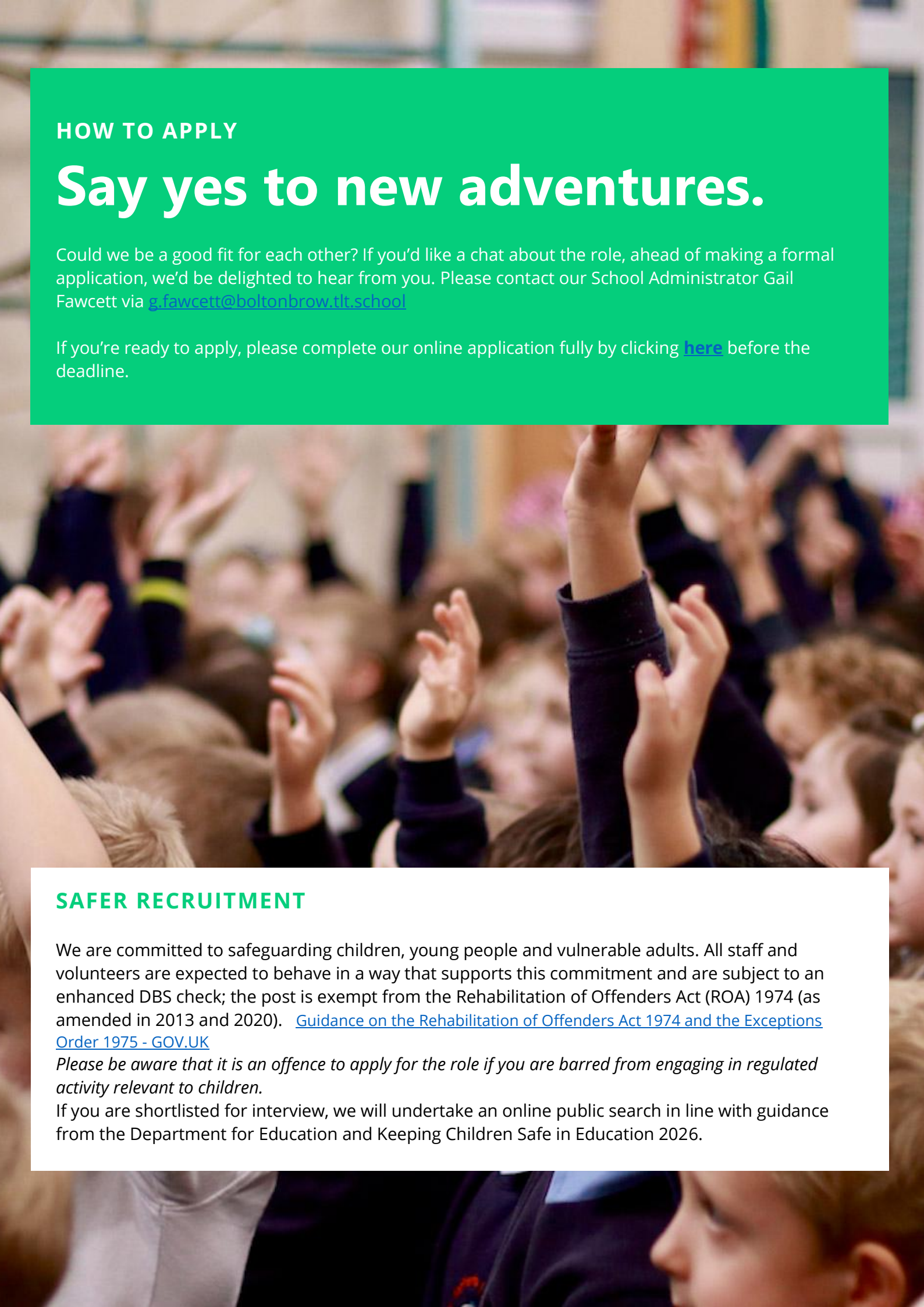
- ✓ Plan and deliver high-quality teaching in line with the Teachers' Standards, modelling inclusive practice and ensuring pupils make strong progress through effective teaching, assessment and classroom management.

EXPECTED BEHAVIOURS

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework please visit [Competency Framework](#).

PERSON SPECIFICATION

Experience and Qualifications Required	Essential	Desired
Qualified Teacher Status.	✓	
National Award for SEN Coordination (NASENCO) or commitment to achieve within the required timeframe.	✓	
Strong understanding of the primary curriculum and effective teaching and learning strategies.	✓	
Experience of leading or coordinating SEND provision.		✓
Experience of analysing pupil progress and using assessment information to improve outcomes.	✓	
Experience of working collaboratively with parents, support staff and external agencies.	✓	
Technical Skills Required		
Clear understanding of current educational issues, theory and practice in Primary Education	✓	
Strong knowledge of the Early Years and Primary curriculum, including core and foundation subjects	✓	
Effective strategies to promote excellent classroom and behaviour management	✓	
Strong knowledge of the SEND Code of Practice, EHCP processes and statutory SEND requirements.	✓	
Ability to identify, assess and monitor the needs of pupils with SEND and implement effective provision.	✓	
Ability to support and challenge colleagues to deliver high-quality inclusive teaching.	✓	
Ability to lead school-wide improvement in inclusive practice and SEND provision.	✓	

A background image showing a group of children in a classroom, many with their hands raised, suggesting an active learning environment. The image is slightly blurred, focusing on the hands and the general atmosphere of the room.

HOW TO APPLY

Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role, ahead of making a formal application, we'd be delighted to hear from you. Please contact our School Administrator Gail Fawcett via g.fawcett@boltonbrow.tlt.school

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check; the post is exempt from the Rehabilitation of Offenders Act (ROA) 1974 (as amended in 2013 and 2020). [Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK](#)

Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2026.