

The people behind  
the magic.



JOIN OUR TEAM



# SENDCo (Special Educational Needs and Disabilities Coordinator)

**Salary:** L6 – L10 £58,569 - £64,691.

**Contract:** Permanent, Full time.

**Closing Date:** Monday 20<sup>th</sup> April 2026 at 9am.

**Start Date:** 1<sup>st</sup> September 2026.

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



# Everyone matters and every dream counts

We are proud of the high-quality education we offer at Ryburn Valley High School. We are a school of character, ensuring our students have opportunities to shine. We want them to be the best that they can be, taking risks and continually striving to develop and improve as young professionals. As Ofsted stated following our last inspection: "Pupils know the ethos of the school is based on 'everyone matters and every dream counts.' Leaders have fostered the values of kindness, honesty, respect and endeavour, which is brought to life by the everyday interactions of pupils and staff."

Ryburn is a school which has exceptionally high standards. Ryburn students work hard, get involved with the school community and "strive to excel". We want our students to leave school with bundles of new skills and knowledge, and of course great exam results. However, we also want them to develop and grow as young people, to leave our school with the attitudes and confidence to go out into the world and make a positive impact.

We live by the values of Kindness, Honesty, Respect and Endeavour. These values are on show in our lessons, in all our conversations and in the way both staff and students work as a team: Team Ryburn.

Ryburn Valley High School is a fantastic place to work and learn and we are always aiming to develop even further. The quality of every interaction we have with students and staff establishes a culture where everyone can 'strive to excel' and achieve great things.

We are looking for an extraordinary individual to join our school and really make a difference in the lives of our young people.

**Donna Watkins, HEAD OF SCHOOL**



*Ryburn Valley High School provides a strong, vibrant and welcoming community. Pupils swell with pride when they talk about their school. They told inspectors about the opportunities they get to develop their confidence and resilience.*

**- OFSTED REPORT 2022**

### EXPLORE MORE



[www.rvhs.co.uk](http://www.rvhs.co.uk)



[ryburnvalleyhighschool](https://www.facebook.com/ryburnvalleyhighschool)



[@RVHS\\_school](https://www.instagram.com/RVHS_school)



# When schools collaborate, incredible things happen.

**Together Learning Trust** is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together.**

What could we do, together?

**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](http://www.togetherlearningtrust.co.uk)

**Together**  
Learning Trust

## THE JOB

# SENDCo

Are you a passionate, dedicated and skilled practitioner who understands and is committed to ensuring that every child, regardless of need, can thrive? Do you have the drive and vision to embed a culture of inclusion and high expectations for students with SEND? Are you an outstanding classroom teacher with a secure understanding of Special Educational Needs and Disabilities?

This is an exciting opportunity to join **Ryburn Valley High School**, a welcoming and ambitious 11–18 school with a thriving sixth form and wider school community where inclusion is at the heart of everything we do. We are seeking a motivated and inspirational SENDCo who can lead, develop and enhance our provision, ensuring that all students receive the support they need to achieve their very best.

As SENDCo, you will play a pivotal role in the strategic leadership of inclusion across the school. You will work closely with senior leaders, subject leaders and pastoral teams to ensure that SEND provision is both high-quality and fully embedded within teaching and learning.

You will bring a clear vision for SEND, underpinned by a strong understanding of the SEND Code of Practice, and the ability to translate this into effective, sustainable whole-school practice.

You would ideally hold the National SENDCO qualification or be working towards completing the qualification.

### What you'll get in return?

You will join a committed and collaborative staff team within a school that values inclusion, safeguarding and student wellbeing. Ryburn offers a supportive and stable environment where you can focus on making a genuine and lasting difference.

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.
- A Supportive and forward-thinking Leadership Team.
- Staff development through proactive personal and professional development.
- Working as part of a creative and supportive team who want the best for all of our students.
- Free Parking.
- Cycle to Work Scheme.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing & 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.

<b>Accountable to:</b>	Senior Leadership Team Link
<b>Accountable for:</b>	Assistant SENDSO and Learning Support Assistants
<b>Job Family:</b>	Senior Leadership
<b>Salary:</b>	L6 – L10
<b>Hours:</b>	1.0 FTE, full-time

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## CORE PURPOSE

The SENDCo leads the strategic development, implementation and evaluation of high-quality SEND provision across the school so that the needs of students with SEND or disabilities are accurately identified, effectively supported and consistently monitored, enabling them to achieve strong outcomes and experience full inclusion.

Working as a key member of the School Team, the SENDCo provides professional guidance to colleagues, leads and develops the SEND team, and acts as the principal liaison with external agencies, families and the Local Authority. The postholder ensures full statutory compliance, drives continuous improvement in SEND practice, and promotes an inclusive, ambitious ethos where every student is able to thrive.

The postholder acts 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.

### Strategic Leadership of SEND

- ✓ Lead the strategic direction of SEND provision so that the SEND policy is consistently embedded in practice across the school and leads to improved student outcomes.
- ✓ Evaluate the quality and impact of SEND provision using data, provision maps and self-evaluation so that strengths are identified, areas for development are addressed, and provision continuously improves.
- ✓ Ensure statutory compliance with the SEND Code of Practice and Equality Act so that the school meets all legal requirements and is fully prepared for inspection or audit.
- ✓ Ensure SEND is embedded within whole-school improvement priorities and understood by SLT and governors

### Operation and Coordination of SEND Provision

- ✓ Maintain an accurate and up-to-date SEND register and provision map so that all students' needs and support are clearly identified and tracked.
- ✓ Ensure provision maps clearly show targeted, evidence-based interventions with measurable impact.
- ✓ Oversee the graduated approach (assess-plan-do-review) so that it is applied consistently by staff and results in measurable progress for students.
- ✓ Ensure interventions lead to demonstrable progress from students' starting points.
- ✓ Ensure SEND funding is allocated and tracked effectively and transparently so that spending is clearly linked to impactful provision, improved outcomes and supports student needs.
- ✓ Statutory processes (e.g. EHC needs assessments, annual reviews) are completed within required timelines.

## Leadership of Staff and Collaboration

- ✓ Lead, develop and line-manage the Assistant SENDCo and LSAs ensuring they are effectively deployed, with clear roles, accountability, and have a positive impact on student progress.
- ✓ Provide guidance to teachers on adaptive teaching and reasonable adjustments so that inclusive, high-quality teaching is evident in all classrooms.
- ✓ Deliver and coordinate SEND-specific CPD so that staff confidence and competence in supporting SEND students measurably improves.

## Support for Students and Families

- ✓ Ensure students' needs are identified early and accurately so that timely and effective support can be put in place to secure strong academic, social and emotional outcomes
- ✓ Ensure that EHC Plans and specialist assessments are high quality, person-centred, and reviewed in line with statutory guidance.
- ✓ Lead well-planned, smooth transitions between key stages or schools, minimising disruption for students.
- ✓ Build strong and trusting relationships with families ensuring that communication is clear, regular and responsive.

## External Engagement and Compliance

- ✓ Act as the key contact for external agencies (e.g. educational psychologists, therapists) so that their input is effectively coordinated and leads to improved outcomes for students.
- ✓ Act upon advice from external professionals ensuring advice is implemented and reviewed for impact.
- ✓ Work closely with the Designated Safeguarding Lead to ensure vulnerable students are identified, risk assessed and supported appropriately, with concerns escalated accurately and promptly
- ✓ Provide clear reports, data and updates to SLT and governors so that SEND provision, outcomes and compliance are well understood and monitored.
- ✓ Ensure the school is well-prepared for inspections, with clear evidence of SEND effectiveness and compliance.

## 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 SENDCo Award (or working towards)	✓	
Good honours degree	✓	
Recent and relevant SEND CPD	✓	
Experience leading SEND provision or significant SEND responsibility	✓	
Experience working with external agencies	✓	

Experience delivering CPD		✓
Successful leadership or management experience		✓
<b>Technical Skills Required</b>		
Strong knowledge of SEND legislation, Code of Practice and graduated approach	✓	
Ability to analyse data to track progress and evaluate provision impact	✓	
Effective classroom practitioner with strong understanding of adaptive teaching	✓	
Strong understanding of what constitutes high-quality teaching and inclusive curriculum design		
Ability to lead and develop staff, holding personal and professional development discussions confidently and driving performance	✓	
Proficiency with MIS systems and accurate record keeping	✓	
Experience conducting or coordinating EHC Plan processes	✓	
Ability to contribute to whole-school SEND strategy and improvement planning		✓

## 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, or have any questions, then we'd be delighted to hear from you. Please contact Carrie Burbidge our Personal Assistant to the Senior Leadership Team via [c.burbidge@ryburn.tlt.school](mailto:c.burbidge@ryburn.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. 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 2025.