



**St Lawrence  
Academies Trust**  
Stronger Together

# **Special Educational Need and Disabilities Lead**



**St Lawrence  
Academies Trust**  
Stronger Together

Community

Integrity

Aspiration

Hope

## Contents

1. Advert
2. Welcome from the Trust Board of Directors
3. Welcome from The Chief Executive Officer
4. Staffing Structure
5. Job Description
6. Person Specification
7. How to apply

**Special Educational Needs Lead**  
**3 days per week - 0.6 FTE**  
**Trust Band A £49,781 - £54,939 per annum pro rata**

St Lawrence Academies Trust is a new church based Multi-Academy Trust wanting to serve the young people and communities that our schools are set in. We are a mixed multi academy Trust with church and community schools from both the primary to the secondary phase.

We have an exciting opportunity for the right person to join our growing trust as a Special Educational Needs and Disabilities Lead 3 days per week. We believe in excellence and we are looking for a Special Educational Needs and Disabilities Lead to be a SEND coordinator in some of our schools and support monitoring and development of SEND in Trust schools.

As a 'young' Trust we are looking for somebody who will work with us to help shape the Trust and to be willing to build, share and receive learning and experience across the family of schools that we are seeking to build.

The successful candidate will :

Have oversight of and monitor the SEND provision in our partner and wider partner schools.

In some partner schools, lead the SEND provision

Develop and lead a programme of SEND professional development for our partner and wider schools across the primary and secondary phases.

Deliver CPD and INSET courses to both partner schools and the wider network of church and community schools and monitor the effectiveness of CPD provision in Partner Schools

Conduct SEND health check visits as part of the education support team programme to develop the quality and effectiveness of SEND within our Partner Schools.

In partnership with the Director of Education plan and coordinate SEND school to school support for schools in the trust or for schools who work in partnership with the trust

Review and develop the SEND support for schools in the trust with the Director of Education and the Deputy CEO.

For the right candidate we can offer:

- Membership of the Teachers Pension Scheme
- A bespoke programme of induction and professional development personalised to the individual
- Flexible working hours

For further details about the role and to complete an application form, please

[CLICK HERE](#)

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students.

For an informal discussion about the role please contact (after the 22nd April 2025) the Deputy Chief Executive Officer, Jo Everitt (on 01724 747310 or email [HR@slatrust.co.uk](mailto:HR@slatrust.co.uk)).

Closing Date: Monday, 5th May 2025  
Interviews: Wednesday, 21st May 2025



## Welcome from the Trust Board of Directors

Dear Applicant

Thank you for your interest in the position of Special Educational Needs and Disabilities Lead.

We are, as you will read, a new church based Multi-Academy Trust wanting to serve the young people and communities that our schools are set in. We seek to provide an education and environment which will enable each of our students to grow, thrive and reach their full potential, so they then go on to make a significant contribution of their own, throughout their lives, wherever they may be.

We believe in excellence and we are looking for a Special Educational Needs and Disabilities Lead who will, along with the excellent staff we believe we have within the Trust, help us to achieve this goal. We also believe in education as something which develops the whole person to play their part in today's world.

For the right person we believe this is an exciting opportunity to make a difference, not only to the individual lives of both staff and students of the schools, but also to the wider Trust.

As a 'young' Trust we are looking for somebody who will work with us to help shape the Trust and to be willing to build, share and receive learning and experience across the family of schools that we are seeking to build.

So, thank you for reading this far. For the right person we believe we have a very special role to offer in a much underrated part of the world in which to live. Please read on, and if you feel you can meet our hopes and aspirations, we look forward to receiving your application.

Best wishes

*David Court*

David Court  
Bishop of Grimsby  
Chair of the Board of Directors



## Welcome from the Chief Executive Officer

This is an exciting time for a motivated and enthusiastic person to join the Trust. You have the opportunity to work with and support an amazing team of staff and fantastic children at our partner schools.

St Lawrence Academies Trust is a new and growing Church of England Multi Academy Trust, based in the Diocese of Lincoln. We are currently a Trust of three schools, having been recently formed as part of the Lincoln Diocese MAT strategy.

As a new growing Trust, in recent months we have increased our central team with excellent practitioners and leaders of school improvement. They will work with Headteachers to ensure a high quality of education and an environment in which students can flourish.

Our aim is to allow schools to become stronger by working together. The delegated responsibilities to schools allows our school leaders to have the flexibility to make curriculum and pedagogical decisions that drive school improvement for the children in their care. Our strong and experienced central team provides the valuable business, operational and educational support services that allow school leaders to focus on the provision and outcomes of children.

By working together we draw **strength for today** and give **bright hope for tomorrow**.

We embrace children and staff from both church schools and non-church schools, across both the primary and secondary age range. Provision and opportunities across the Trust must nurture our students and allow them to flourish, by helping them find the things they enjoy and are good at. We want them to become the leaders of the future. As a Diocesan Trust, Christian values and the exploration and understanding of the Christian faith underpins our work.

**Mike Adnitt**

**CEO The St Lawrence Academies Trust**

 <p><b>St Lawrence Academies Trust</b> Stronger Together</p> <p><i>We pride ourselves on celebrating the uniqueness of each of our partner schools.</i></p>  <p><i>Schools are stronger when working together. Collaboration is at the heart of our offer.</i></p>	<p>Help to shape the future direction of the Trust.</p> <p>Be part of something new, exciting and different! Freedom to develop a curriculum that meets the needs of your children. Receive excellent Trust support for finance, budgeting and facilities services.</p> <p>Have opportunities to collaborate.</p> <p>Benefit from having school leaders freed up to focus on the education of pupils. Be supported by a Trust central team of experienced school leaders.</p>	<p><b>Community</b> <b>Integrity</b></p>  <p><b>Aspiration</b> <b>Hope</b></p> <p>Please contact our CEO, Mike Adnitt <a href="http://www.slatrust.co.uk">www.slatrust.co.uk</a> 01724 747310</p> <p><b>Strength for Today, Bright Hope for Tomorrow</b></p>
--	---	---



**St Lawrence Academies Trust**  
Stronger Together

Community

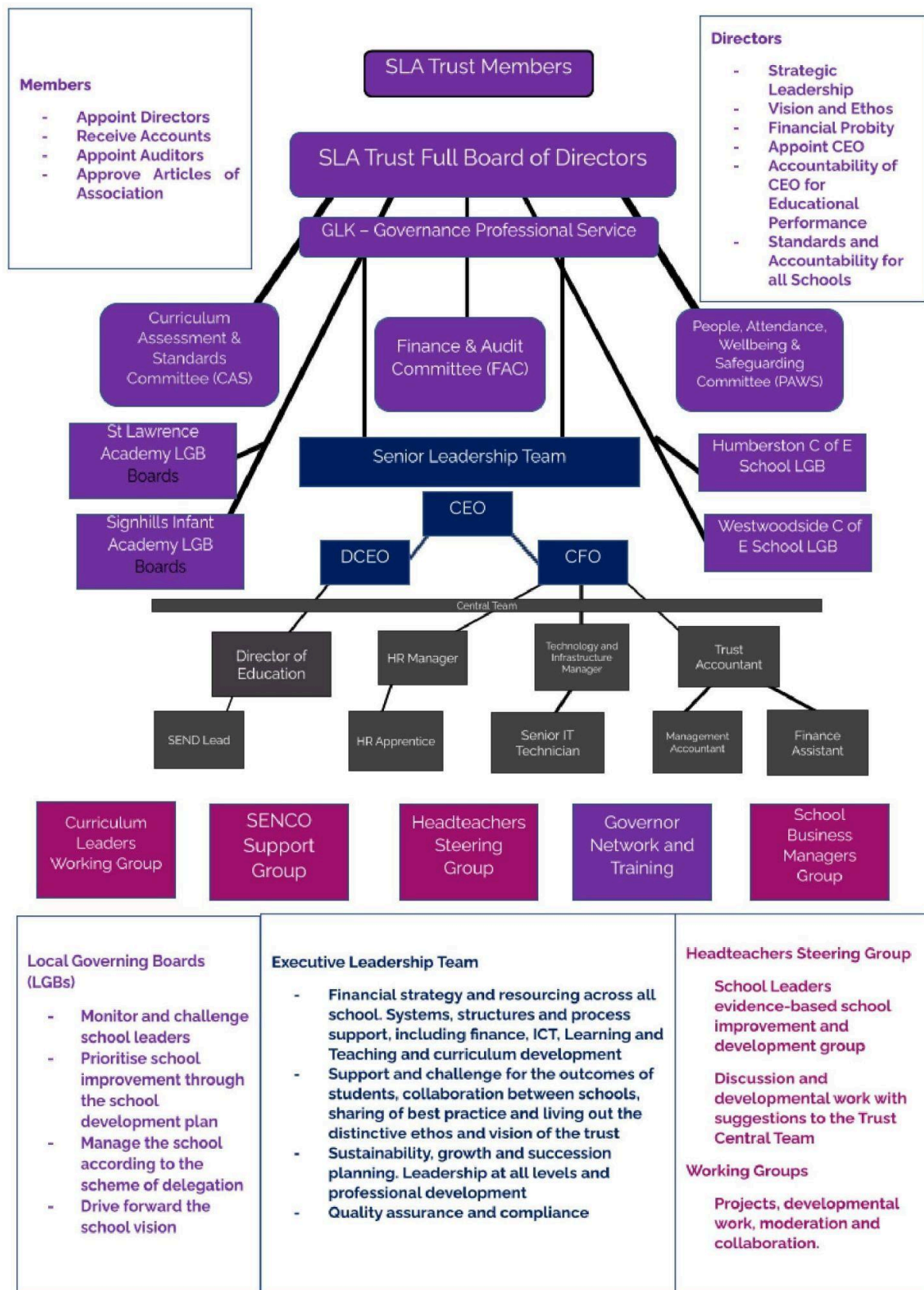
Integrity

Aspiration

Hope



## Staffing Structure



## Job Description

### Special Educational Needs and Disabilities Lead

Work in partnership with the Deputy CEO and Director of Education to strive for outstanding educational provision and support for its pupils with SEND.

Lead the strategic support and development for the quality of education in SEND within our Partner Schools.

#### Key accountabilities:

Our Special Educational Needs and Disabilities Lead will :

Have oversight of and monitor the SEND provision in our partner and wider partner schools.

In some partner schools, lead the SEND provision

Develop and lead a programme of SEND professional development for our partner and wider schools across the primary and secondary phases.

Deliver CPD and INSET courses to both partner schools and the wider network of church and community schools and monitor the effectiveness of CPD provision in Partner Schools

Conduct SEND health check visits as part of the education support team programme to develop the quality and effectiveness of SEND within our Partner Schools.

In partnership with the Director of Education plan and coordinate SEND school to school support for schools in the trust or for schools who work in partnership with the trust

Review and develop the SEND support for schools in the trust with the Director of Education and the Deputy CEO.

#### Line Management

The post of Special Educational Needs and Disabilities Lead will be line managed by the Director of Education..

All staff in the central team are expected to be guided by the principles of The St Lawrence Academies Trust's mission of:





## Community

- Strong leaders, governors and finances shape the future of the Trust
- Partner schools who are able to support the recruitment and retention of talented staff across the Trust family.

## Integrity

- Embrace the uniqueness of partner schools
- Make decisions in the best interest of children.
- Support and challenge leaders with a bespoke school support plan
- Provide access to a wide and diverse network of improvement services

## Hope

- Working with partner schools to develop robust, successful and sustainable schools
- Help partner schools see the advantages of the commitment to adopting key central services and policies
- Ensure that our successful schools retain their own identity and decision making over curriculum and pedagogy

## Aspiration

- Be committed to improving the life chances of children
- Have unrelenting high expectation for pupils
- Support partners to continually develop well trained and professional staff, who flourish and transform the lives of others.

The postholder will work to achieve the Trusts' aim to nurture our pupils and allow them to flourish, by helping them find the things they enjoy and are good at. We want them to become the leaders of the future. Christian values and the exploration and understanding of the Christian faith underpins our work.

This work translates into the Trust core values of: **community**, **integrity**, **hope** and **aspiration**

## Key areas of responsibility:

To lead the SEND support for schools through the implementation of a distinctly Christian vision for education.

To improve the effectiveness and the quality of education in schools for our SEND pupils so that they can flourish in relation to their academic, social, moral, spiritual and cultural development.

To work with school colleagues with unrelenting high expectations for pupils with SEND and the outcomes and experiences they take with them into the next steps of life after leaving school.

## Shaping the Future – Trust-wide Direction and Development

- Ensure the SEND educational vision for each school is aligned with the Trust vision

- In partnership with the Director of Education develop strategies for improving SEND across the Trust, ensuring that they are implemented effectively by Headteachers and LGBs
- In partnership with the Deputy CEO/ Director of Education support Headteachers to translate the strategies into agreed objectives and operational plans which will promote and sustain school improvement
- Develop Trust-wide succession planning, talent spotting and continuous professional development programmes for SEND provision, investing in our staff to enhance the quality of SEND provision across the Trust
- Work in partnership with external providers, such as Teaching School Hub leads, so all CPD offers are accessed across all Trust schools
- Contribute to the development of Trust SEND policies and procedures
- Work with partner schools to ensure schools are "SEND inspection ready" and that self-evaluation and quality assurance is rooted in sound evidence of impact
- Conduct due diligence activity prior to conversion of potential joiner-schools

### Leadership of Education

- Develop SEND networks and a shared culture that enables staff at all levels to work collaboratively, develop joint practice, celebrate success and accept responsibility for SEND pupils outcomes.
- Support strategies to manage staff workload and to enhance staff wellbeing
- Foster an ethos of challenge and support in which all SEND students can achieve success and be fully engaged in their own learning
- Encourage and promote innovation in educational provision through enquiry-led and evidence based practice, that is rooted in cognitive science.
- Ensure that the schools can meet changing educational needs and demands consistent with government guidelines and requirements
- In partnership with the Director of Education develop a quality of SEND education across the Trust that enhances the reputation of the schools and Trust locally, regionally and nationally
- In Partnership with the Deputy CEO respond speedily to address underperformance in any of the Trust schools
- Further develop Trust-wide systems to support SEND teaching and learning, including through SEND networks, CPD in schools and contributing to SEND events and conferences. .
- In Partnership with the Director of Education develop and refine efficient and informative reporting of schools' performance, appropriate for the different audiences which require information

- Support schools in using data to inform instruction and track student progress.
- Provide guidance on effective assessment practices and the use of formative and summative assessments.
- analyse school, local and national data and develop appropriate strategies and interventions.
- keep up to date with national and local policies including the code of practice related to SEN and cascade information to colleagues.

### **Growth & development of the Trust**

- Embed the Trust vision across the Schools
- Inspire others to create a shared learning culture and positive climate through distribution of leadership through teams and individuals
- Work with the Deputy CEO as well as school leaders and governors, to ensure effective leadership succession planning in SEND..
- In partnership with the Deputy CEO plan opportunities for school to school support working to maximise strengths and develop further joint working
- Ensure effective relationships are maintained with key local partners including approved educational partners for the Trust, local authorities and higher education establishments
- Provide reports on the quality of SEND education, progress and outcomes to the Curriculum and Standards Committee of the Trust Board of Directors. To contribute to the committee meetings in person as and when required.

### **Leading support for teaching and learning/outcomes and standards across Partner Schools**

- When carrying out the role as SENDco in a school:
  - be aware of different learning difficulties and disabilities which are classified as SEND, and ensure provision is equitable to each child depending on their own individual needs in schools as SENDco.
  - develop and oversee the implementation of the school's SEN strategy and policy.
  - carry out four-part cycle assessments of pupils with SEN 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
  - prepare for annual reviews to provide relevant agencies with updates on the pupils' progression towards targets.
  - support teachers to develop learning resources to help with pupils' development.

- support teachers to develop and implement effective adaptive teaching approaches in the classroom
  - make referrals and liaise with professionals outside of the school within local authorities and health care services, including psychologists, speech and language therapists and occupational therapists
  - provide advice and training to classroom teachers on supporting pupils with SEN and offer further guidance if needed
  - advise on the school budget and resources for SEN provision
  - develop and support teachers to maintain systems for keeping pupil records, ensuring information is accurate and up to date.
  - monitor that schools have developed vibrant, locally relevant and engaging curriculum is in place to ensure SEND children receive a broad, balanced and relevant curriculum that helps to prepare them for the next stage of education.
- Ensure the continuous and consistent focus on SEND pupils' achievement, using data and benchmarks to monitor progress
  - Ensure agreed methods of SEND teaching and learning are consistently implemented across the schools.
  - Support and encourage innovation and creative, responsive and effective approaches to SEND learning and teaching.

### **Developing self and working with others**

- Display and live out positive leadership behaviours that model and support the Trust values and vision for education.
- Promote and maintain a culture of high expectations for self and others
- Be a reflective leader who reviews their own practice, sets personal targets and takes responsibility for their own development, while being aware of the latest educational research and practice.
- Maintain a consistent and continuous focus on the development of staff and students in relation to SEND.
- Actively manage your own workload, setting a good example to others to allow a genuine culture of work/life balance.

### **Other educational and operational matters**

- Contribute to the formulating and drafting of Trust-wide SEND policies and procedures.
- Maintain leading edge knowledge and understanding of SEND.

### **Other responsibilities**

- To be aware of and support difference and ensure equal opportunities for all
- To contribute to the overall ethos, vision, and aims of the St Lawrence Academies Trust.

### Safeguarding

Always have a proactive attitude to safeguarding when working in schools to help ensure they are a safe place for children, ensuring that all safeguarding procedures are of the highest standard

Work with the Trust Safeguarding Lead over any safeguarding concerns in Partner Schools or within the Trust Central Team.

Ensure consistent and thorough procedures and practices of all staff in relation to being vigilant to the safeguarding of all children including liaison with outside agencies.

### Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be needed 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.

Any reasonable requests to work in addition to these days will be discussed in advance with the Director of Education or Deputy CEO as part of the role as Special Educational Needs and Disabilities Lead on the Leadership Pay Spine.

## Person Specification

Job Title: **Special Educational Needs and Disabilities Lead**

Qualifications and Experience		
Evidence from application form, formal interview and references	Essential (E) Desirable (D)	Application - A Qualifications - Q Interview - I Reference - R
Graduate with Qualified Teacher Status (QTS)	E	Q, A
SEND qualification	E	Q, A
SEND experience within the primary and secondary phases	D	A, I, R
Evidence of proactively pursuing continued professional development in SEND.	E	A, I, R
Experience of working with church schools	D	A, I
Personal experience of :  SEND coordinator role Supporting colleagues to provide high quality SEND provision Working with all stakeholders and outside agencies Providing high quality CPD Analysing SEND data Diagnostic tools to identify pupils needs	E	A, I, R

Safeguarding		
Current safeguarding training	E	A,Q
Enhanced DBS clearance	E	Q
Ability to demonstrate commitment to safeguarding and promoting the welfare of students	E	A,I



Qualities of Knowledge		
A commitment to embrace the Christian ethos and continue to embed church school values	E	A, I
Ability to articulate a clear vision of how to support the academies in the trust to develop their SEND provision, further, building upon existing strengths.	E	I
Has an understanding of the curriculum across all Key Stages	D	A, I
A track record of evaluating the quality of SEND provision evidence of developing, improving and sustaining high quality learning and teaching to further improve outcomes for SEND children	E	A, I, R
Lead by example with integrity, inspiration, resilience and creativity; drawing on their own experience and skills.	E	I
Able to manage own workload and that of others to allow an appropriate work/life balance with the support of the executive leadership team.	E	I
A person who understands the distinctive nature of Church Schools and a church multi academy trust.	D	A, I
Ability to provide constructive feedback to staff that promotes next step development whilst recognising achievement	E	I
Clear understanding of the SEN Code of Practice	E	A, I
Ability to play a key part in the spiritual development of the Trust and wider community	D	I
Abreast of the latest SEND educational developments and research	E	I



Staff		
Committed to aspirational educational standards for all students and staff	E	I
Demonstrates the ability to be inspiring and motivating	E	I
Evidence of identifying and developing emerging talent and leadership ability	D	I
Values mutual support and respect, fostering strong working relationships	E	I, R
Ability to work collaboratively	E	A, I

Systems and Processes		
Ability to build a positive relationship with all members of the school community	E	I, R
Demonstrate the experience and knowledge of the logistical challenges of organising and costing SEND provision	E	A, I
Experience of planning and delivering rigorous SEND plans and processes of monitoring.	E	A, I
Create an evidence based culture of support and challenge	E	A, I

The Self Improving System		
Able to maintain and develop opportunities for partnerships	E	A, I
Ability to maintain and build on existing Trust links and relationships	E	I
Evidence of encouraging and supporting the personal and professional development of staff	E	A, I
Successful participation in collaborative partnerships	E	A, I
Welcomes support and challenge from Board of Directors and actively supports directors and governors to deliver their functions effectively	E	I



Experience of an OFSTED inspection as SEND coordinator	D	A, I
Experience of a SIAMS inspection as SEND coordinator	D	I

### Personal Attributes

Belief in and commitment to the overarching values of the Trust and ability to articulate vision	E	I, R
Excellent interpersonal skills, able to build effective working relationships at all levels, reinforcing partnerships	E	I, R
Be an excellent communicator and have strong interpersonal skills (written, verbal and aural)	E	I, R
Have strong analytical and problem-solving skills.	E	A, I
Commitment to the highest standards in SEND provision, with a demonstrable understanding and commitment to the safeguarding and welfare of children and young people	E	A, I
The ability to be able to build a positive culture, encourage reflection and strive for continuous improvement and inspire staff	E	A, I
Be a champion for all children with SEND.	E	A,I,R



## How to Apply

For applicants who would like a discussion with the Deputy Chief Executive of the Trust, please contact Jo Everitt on 01724 747310 or email [hr@slatrust.co.uk](mailto:hr@slatrust.co.uk), after the 22nd April 2025.

To apply, please visit our online recruitment portal at:

[CLICK HERE TO APPLY](#)

Closing Date: Monday, 5th May 2025

Interviews: Wednesday, 21st May 2025



**St Lawrence  
Academies Trust**  
Stronger Together

Community

Integrity

Aspiration

Hope