



Longmoor

Community Primary School

Together we grow, explore, discover.

Recruitment Pack

Specialist SEN Practitioner

**DETERMINATION
RESPECT INTEGRITY
VALOUR EXCELLENCE**





A welcome from Longmoor

Longmoor is a dynamic and ambitious school, where our aspirations, strong curriculum and values-driven family ethos enable our children to flourish both personally and academically.

We have a diverse and vibrant community that embraces difference by celebrating the lessons we can learn from each other. Our approach to learning is progressive and professional; we believe in providing our children with an education that both stimulates and challenges in equal measure.

Everything we do is underpinned by our DRIVE values, which every member of the Longmoor Family is expected to live and breathe. We teach our children to act with **determination, respect, integrity, valour** and **excellence** at all times, and have the same high expectations of our teachers, support staff, parents and governors.

We believe that our values are integral to providing the young people in our care with the support they need to excel. They provide the framework to offer a broad curriculum that allows our children to seize the opportunities that suit them.

Fundamental to achieving this is having dedicated, expert and happy staff. We work hard to ensure that we recruit the right people, those who are passionate and committed to embracing Longmoor's unique approach to learning.

By joining Longmoor, you will become part of a forward-thinking team, aiming for excellence at all times. You will benefit from modern, state-of-the-art facilities, built in 2001 and recently refurbished to meet the needs of the 21st century learners. You will see, first hand, how our commitment to learning and betterment extends to our staff too, with continuing professional development.

It's an exciting time to join the Longmoor Family.

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Life at Longmoor

YOUR FUTURE

It's the people that make our school the best place to work – so we're committed to helping you develop professionally so that our children feel the benefit of your expertise and experience.

YOUR REMARKABLE

We're committed to finding out what makes you remarkable, honing it and using it to benefit our children. They grow because you can help them to, in your own special way.

YOUR TEAM

We have a warm, family spirit; it's never too much to ask for help, or to offer it. And it's certainly never a chore to give it. Our community spirit benefits us, and the children we serve.

YOUR PASSION

We're experts at what we do, and our passion for teaching and learning shines through at all times. You'll fit right in if you're dedicated to the providing the best for our children.

YOUR WELLBEING

Staff satisfaction is essential to a successful school; our people are the heartbeat of our school community and ensure that our high standards are met on a daily basis. You are cared for.

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Our purpose

We are proud to be the heart of our community and the engine that allows our children and their families to 'take flight' as we grow, explore and discover together.

We understand that education is the foundation to future success and value the importance of enabling all children to achieve their full academic and personal potential; our nurturing and holistic approach places the 'whole child' at the centre of everything we do.

Our Longmoor Family is built on strong relationships and partnerships where every individual belongs, is respected and is celebrated for their uniqueness and who they are. We provide a safe, happy and nurturing environment where growth is achieved and individuals flourish through a curriculum that engages, excites and responds to the needs of all learners.

The Longmoor Curriculum purposefully seeks to overcome any barriers to learning that our children may face; we ensure that there is equality of opportunity, not only in the delivery of teaching, but in the potential for learning, which includes extensive and unparalleled opportunities to extend and enrich understanding beyond the classroom.

We empower our children with the skills, attitudes and wider experiences needed to make a positive impact on the world and community around them; they leave us as independent citizens of the future and lifelong learners who have the resilience to persevere and find their future success.

Our children are proud to be part of the Longmoor Family; they thrive as a result of the warm and welcoming environment we provide, and the academic and wider opportunities afforded to them.

We seize every single day as an opportunity to **grow, explore and discover.**

Together.



The Specifics

Job Title	Specialist SEN Support Practitioner
Responsible to	Headteacher, Assistant Headteacher, SENCo
Grade	Grade 5 (SCP 17 – 24)
Actual salary	£31,262 – £35,687 (pro-rata)
Contract type	Full time (40 hours), term time + 1 week
Contract term	One year fixed term (in first instance)
Start date	1 st September 2025

Longmoor Community Primary School is committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment to keeping children safe. Any offer of employment will be subject to statutory pre-employment checks including satisfactory references and Enhanced DBS and Barred List checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020) and shortlisted candidates will be required to disclose any relevant criminal history prior to interview. An online search will be conducted on all shortlisted candidates and may be referred to during the interview process.

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About the Role

This post is ideal for someone with:

- A deep understanding of autism, SEMH, sensory processing and communication needs
- The resilience and skill to support children with EHCPs and complex learning profiles
- A passion for inclusion and the confidence to lead interventions, create meaningful resources and coach others

You will work across the whole school – planning and delivering individualised support, running structured interventions, and modelling effective strategies for staff. You'll also liaise with therapists and professionals, contribute to EHCP reviews, and play a vital role in embedding inclusive practice across the school.

The postholder will provide specialist learning support for children with a range of complex and multiple needs, including communication, sensory, behavioural, and physical difficulties, across a variety of learning contexts. This will include supporting individuals, small groups and classes, contributing to planning and evaluation, delivering interventions, modelling effective practice, and creating inclusive resources.

The role will also include working closely with families, external professionals, and the wider staff team to embed inclusive practice across the school.

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Key Responsibilities

Support for Pupils

- Plan, prepare and deliver learning activities for individuals, small groups and, where appropriate, whole classes, under the direction of the teacher
- Adapt and personalise activities, tasks, and resources to suit pupils' individual needs and EHCP outcomes
- Deliver specialist interventions (e.g. Attention Autism, Zones of Regulation, sensory circuits, social communication programmes)
- Support pupils in therapy programmes designed by professionals such as SALT, OT, or physiotherapists
- Provide specialist support to pupils with complex needs, including autism, SEMH, communication difficulties, and physical/sensory needs
- Contribute to the assessment and review of pupils' progress, including written records, reports and EHCP reviews
- Assist with pupils' personal care needs where required (e.g., toileting, dressing, eating)

Support for Staff

- Model high-quality practice and inclusive strategies for teachers and support staff
- Contribute to the delivery of in-house training to improve staff confidence and knowledge in meeting SEND needs
- Advise on appropriate resources, environmental adaptations and approaches for individual pupils
- Attend and contribute to pupil progress reviews, staff meetings and training sessions

Support for the School

- Develop and maintain high-quality visuals, communication aids, and sensory resources
- Liaise with external agencies and contribute to implementing their recommendations
- Contribute to the school's safeguarding, behaviour and inclusion policies
- Lead or support the induction and transition of pupils into specialist units, classes or new schools where applicable
- Maintain a commitment to safeguarding and promoting the welfare of children



About You

We are looking for someone who:

- Has a relevant SEN qualification (or is working towards it), ideally at degree level or higher
- Brings experience from working with pupils with complex needs, either in a mainstream or specialist setting
- Is trained in, or confident using, approaches such as PECS, Makaton, Attention Autism, Zones of Regulation or sensory integration
- Is proactive, calm, emotionally intelligent and absolutely child-centred
- Believes in building strong relationships with children, families and colleagues

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Person Specification

	E	D	Evidence
GCSE Qualifications in English and Mathematics (at least C/4)	•		AF
A minimum of one year working as a SEN Support Worker or equivalent experience in a related area	•		AF
Relevant foundation degree (e.g. SEND, Education Studies)	•		AF
Experience supporting pupils with complex additional needs (including EHCPs)	•		PS / I
Skilled in delivering and adapting interventions for pupils with SEND	•		PS / I
Training in PECS / Makaton / sensory integration or augmentative communication systems		•	PS / I
Knowledge of autism, SEMH, sensory processing and communication needs	•		PS / I
Experience in specialist settings or alternative provision		•	PS / I
Able to model strategies and coach other staff	•		PS / I
Experience contributing to EHCP reviews and SEN support plans	•		PS / I
Willingness to undertake personal care, moving & handling, or medical interventions if required	•		PS / I
Committed to inclusive practice, safeguarding and promoting pupil wellbeing	•		PS / I

E: Essential

D: Desirable

AF: Application Form

PS: Personal Statement (person spec.)

IP: Interview Process



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Headteacher: Mr. M. Garside