

Job Advert – SENCO (0.7 FTE)

School: St Margaret Mary's Catholic Primary School

Location: Carlisle

Contract: 0.7 FTE (3.5 days per week)

Start Date: January 2026

Salary: Main /Upper Pay Scale + SEN Allowance M1 32,916 – U3 51,048, SEN Allowance 2,787-5,497 Pro Rata

St Margaret Mary's Catholic Primary school is a vibrant, nurturing and inclusive Catholic school where Christ is at the centre of all we do. Rooted in Gospel values, we are committed to ensuring that every child is loved, known and supported to flourish academically, spiritually and emotionally.

We are looking for someone who:

- Has the National Award for SEN Coordination (NASENCO) or is willing to complete it.
- Demonstrates a strong understanding of the SEND Code of Practice and statutory guidance.
- Is committed to Catholic education and understands the importance of Gospel values in supporting vulnerable pupils.
- Is experienced in assessing, planning and reviewing high-quality SEND provision.
- Can lead, coach and support staff to deliver inclusive, adaptive teaching.
- Builds strong relationships with children, families and external professionals.
- Is highly organised, compassionate and proactive.

We can offer:

- A supportive and faith-filled school community.
- A dedicated and compassionate staff team.
- A strong commitment to professional development.
- A leadership team that prioritises SEND and inclusion.
- A warm, caring Catholic ethos where every child and staff member is valued.

To apply, please complete the school application form on mynewterm by following the link below:

<https://mynewterm.com/jobs/148701/EDV-2025-SMMCPCSC-32619>.

Visits to the school are warmly welcomed, please contact the school office on 01228 401800 to arrange.

Job Specification – SENCO (0.7 FTE)

Role Purpose

To provide strategic leadership of SEND provision across the school, ensuring that all pupils with additional needs are supported to achieve their full potential within a Catholic environment rooted in Gospel values and the teachings of the Church.

Key Responsibilities

1. Strategic Leadership of SEND

- Lead the development and implementation of the school's SEND policy.
- Ensure SEND provision reflects the mission and values of Catholic education.
- Embed inclusive practice across the school ensuring all pupils are nurtured and supported.
- Lead the graduated approach (Assess-Plan-Do-Review).
- Report on SEND to governors, including the Foundation Governors.

2. Identification and Assessment

- Oversee early identification of SEND needs.
- Maintain an accurate SEND register.
- Coordinate assessments and referrals to external agencies.
- Lead on EHCP applications and annual reviews.

3. Provision and Intervention

- Ensure high-quality interventions are used and evaluated.
- Support staff to plan and deliver adaptive teaching rooted in Catholic values of dignity and respect.
- Monitor SEND progress and provision.

4. Working With Staff

- Provide SEND training and coaching to staff.
- Support teachers to effectively differentiate their teaching.
- Provide an adaptive teaching model and support staff to implement this.
- Model nurturing, trauma-informed and relational approaches aligned with Catholic ethos.

5. Working With Families

- Develop strong relationships with families rooted in compassion and respect.
- Support families in understanding SEND processes and provision.
- Ensure families feel welcomed and valued within the school community.

6. Working With External Agencies

- Liaise with health, social care and specialist teams.
- Coordinate multi-agency meetings.

7. Safeguarding

- Work closely with the DSL to ensure safeguarding practice protects pupils with SEND.
- Understand vulnerabilities associated with SEND and SEMH needs.

8. Management and Administration

- Oversee TA deployment linked to SEND needs.
- Support SEND budget planning where appropriate.
- Ensure statutory deadlines are met.

Person Specification

Essential

- Qualified Teacher Status.
- NASENCO qualification (or willingness to complete within 3 years).
- Strong understanding of SEND Code of Practice.
- Commitment to Catholic education and the values of the Gospel.
- Experience supporting pupils with a range of SEND needs.
- Excellent communication skills.
- Strong organisational and interpersonal skills.

Desirable

- Experience as SENCO or in a leadership role.
- Experience of EHCP processes.
- Training in trauma-informed approaches or SEMH.
- Experience working in a Catholic school.