



SARACENS BROADFIELDS

SENCO





SARACENS
BROADFIELDS

WHAT ARE WE LOOKING FOR?

Saracens Broadfields merged with Saracens Multi-Academy Trust (Saracens MAT) on 1st October 2025. Saracens Broadfields is a well-established primary school and nursery which has been the focus of the Edgware community for nearly 80 years. We are looking for a SENCO with the drive and ambition to take it forward and create an exceptional local school, serving its communities and families, starting for the 2026/27 academic year.

The Trust has a clear vision of *enriching lives through education by developing lifelong learners who will thrive in life beyond school.*

To us, this is not a strapline, but the shared passion of members, trustees, governors and staff. To realise our vision, we embrace and live our core Saracens values of Discipline, Hard Work, Honesty, and Humility. Further on in this pack are details of how we achieve this.

Saracens Schools are different. We take a modern and pioneering approach to individual character development through every aspect of school life. The SENCO of Saracens Broadfields must embody our vision and enable all pupils to be *'the best that they can be'* in all aspects of life and learning.

To do this well, we are looking for someone who, as SENCO, will recognise and enhance the individual abilities of each child.

Our SENCO will place equal emphasis on learning with confidence, self-esteem and teamwork so that pupils in the school can achieve the outcomes they aspire to.



SARACENS
BROADFIELDS

Saracens Multi-Academy Trust shares its core values with Saracens Rugby Club. In our schools, our work in the classroom and our enrichment activities are based on the same values:

DISCIPLINE

Our schools are orderly, safe, and joyful places where pupils are guided in their behaviour by fair and sensible principles

HARD WORK

Staff and children work incredibly hard to fulfil their potential and staff strive to continually improve our schools

HONESTY

We insist on an honest appraisal of the efforts and attitude of staff in their work and pupils in all areas of their education and school life

HUMILITY

Our teaching styles reflect the culture of success and commitment to character development with attainment celebrated as warmly as achievement



Dear Candidate,

Thank you for your interest in joining Saracens Broadfields. This is an exciting opportunity to work within a modern school that values inclusion, innovation and high-quality teaching.

Situated on the edge of London and surrounded by open green spaces, our school provides a calm and enriching environment that supports the needs of all learners, particularly those within our specialist provision. We are a highly sought-after school and take great pride in the wide range of opportunities we offer our pupils.

At Saracens Broadfields, we are committed to developing the whole child. For our pupils with SEND, this means creating personalised learning pathways, fostering communication and independence, and celebrating every success.

This is an exciting time for Saracens Broadfields as we continue to develop and strengthen our SEND provision. Working under the direction of the Vice Principal and SEN Lead, you will play a key role in ensuring that our pupils with SEND receive the very best opportunities throughout their school journey. You will work closely with teachers to ensure lessons are appropriately adapted to meet individual needs, enabling pupils to feel safe, supported and successful in school. Supported by a SEND Administrator, you will also ensure that we meet our statutory responsibilities and maintain the highest standards of provision for all pupils with additional needs.

We are looking for an inspiring and dedicated SENDCo who is passionate about ensuring the very best for pupils with additional needs.

Whether you are an experienced SENDCo or looking to further develop your expertise in this area, we would love to hear from you. At Saracens we are committed to investing in your professional growth.

If you are ready for this challenge, and think you could join us as part of our dynamic and ambitious team. We would welcome your application.

Yours faithfully,

Sarah Marriott

Principal

WHAT DO WE OFFER?

YOUR WORKING CONTEXT

- A talented, loyal and committed staff
- Happy, well-behaved, caring and enthusiastic children who want to learn
- Considerable personal autonomy
- The support of a strong Trust with an established (actually amazing) central services team (finance, HR, health and safety, marketing and PR, IT)
- A newly recruited Local Governing Body with wide ranging expertise in education, safeguarding and business

THE EDUCATIONAL ENVIRONMENT

- A three-form entry primary school, with nursery provision from 9-months
- Two special needs provisions, one for pupils with autism and one for children with moderate learning difficulties, integrated into the main school
- A school that places equal emphasis on character and academic education
- Academy curriculum freedoms and flexibilities
- Opportunities for innovation – to carry out research, try out new ideas, and work with others across the Trust and beyond
- Partnerships with Saracens Sports Foundation, Middlesex University, and local private schools

FOR YOU PERSONALLY

- Personal portfolio to support and develop your career in and beyond the school
- A supportive Senior Leadership Team
- The opportunity to influence the future growth and development of the school
- The opportunity to develop your own passions and expertise
- Salary range L1-L6 for Outer London

WHAT DO WE WANT FROM YOU?

We are seeking a great SENCO to turn the school's and Trust's vision into the reality of a successful, local primary school and nursery.

WE EXPECT YOU TO:

- Develop a strong drive for the success of the pupils
- Be an exceptional classroom practitioner and have a passionate commitment to high quality learning and teaching
- Believe that all children can succeed both socially and academically
- Have new ideas and fresh perspectives on raising the aspirations of children, their families and the local community
- Be committed to securing excellent professional development for all staff
- Have the skills to engage parents and the community in the development and activities of their children and the school
- Have experience of innovative approaches to the curriculum, teaching, learning and assessment



ABOUT SARACENS BROADFIELDS

Saracens Broadfields came into being on 1st October 2025, when Broadfields Primary School and Nursery merged with Saracens Multi-Academy Trust (Saracens MAT).

Number on school roll:

643 (including 50 in Nursery)

SEND: 158 (90 with EHCP and 68 SEN support)

Pupil Premium: 262

FSM: 262

EAL: 462

ABOUT SARACENS MULTI-ACADEMY TRUST

Our vision:

Enriching lives through education by developing lifelong learners who will thrive in life beyond school

To realise our vision, we embrace and live our core Saracens values of Discipline, Hard Work, Honesty and Humility by:

- Ensuring our schools are orderly, safe, and joyful places where our pupils are governed and guided in their behaviour by fair and sensible principles.
- Empowering our staff to embrace the latest thinking and use teaching styles that reflect the culture of success and commitment to character development, with achievement celebrated as warmly as attainment.
- Retaining a focus on supporting those communities most in need, striving for equality of opportunity for all. Building community hubs around our schools, through mutually beneficial partnerships with local businesses, organisations, and individuals.
- Insisting on an honest appraisal of the efforts and attitude of staff in their work and pupils in all areas of their education and school life.
- Creating an environment where all members of the school community work incredibly hard to fulfil the potential of each individual and strive for continuous improvement in everything that we do.
- Placing equal emphasis on character education and enrichment as academic attainment, so that pupils are prepared for life beyond school.
- Creating a quality of life for all staff and pupils that is both enjoyable and impactful, to make memories that they take pride in and cherish for the rest of their lives.
- Utilising the networks of the broader Saracens family to strengthen our school communities.
- Achieving our outcomes sustainably, through strong financial governance and protecting and nurturing our surrounding environment.



JOB DESCRIPTION

This job description should be read in conjunction with the Statutory Requirements contained in the current version of the School Teachers' Pay and Conditions document. It may be modified by the Principal, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

The main purpose of this role is to work closely with the Principal, Senior Leadership Team and colleagues in the strategic development of the school's Special Educational Needs (SEND) policy and oversee the day-to-day operation of that policy with the aim of SEND pupils making exceptional progress.

To carry out this role effectively you need to be aware of, and support, the fundamental philosophy and aims and objectives of the school, and to be instrumental in creating an ethos which facilitates the effective education of every pupil and ensures that they make expected levels of progress.

Your key accountabilities as the Special Educational Needs and Disabilities Co-ordinator are:

STRATEGIC DIRECTION AND DEVELOPMENT OF SEND PROVISION IN THE SCHOOL (WITH THE SUPPORT OF, AND UNDER THE DIRECTION OF, THE PRINCIPAL AND SLT)

- Exercise a key role in assisting the Principal and governors with strategic development of SEND policy/provision
- Support all staff in understanding the needs of SEND pupils and ensure the objectives to develop SEND are reflected in the school development plan
- monitor progress of objectives and targets for pupils with SEND from teachers' plans, evaluate the effectiveness of teaching and learning by work analysis and use these analyses to guide future improvements
- analyse and interpret relevant school, local and national data and advise the Principal on the level of resources required to maximise achievement
- liaise with staff, parents, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision

TEACHING AND LEARNING

Manage the identification of pupils with SEND and ensure that all staff are given information and guidance about effective teaching approaches.

Work with staff to develop effective ways of bridging barriers to learning through:

- Assessment of needs
- Monitoring of teaching quality and pupil achievement
- Target setting, with the use of termly meetings

JOB DESCRIPTION CONTINUED

- Developing and monitoring a recording system for progress
- Identifying strategies for teachers to employ to accelerate progress
- Collect and interpret specialist assessment data to inform practice
- Undertake the day-to-day co-ordination of SEND pupils' provisions through close liaison with staff, parents and external agencies
- Work with the Principal and teachers to ensure all pupils' learning is of equal importance and that there are realistic expectations of pupils
- Consider the range of teaching strategies/equipment that could be utilised for SEND pupils and advise staff on implementation/purchase as required

LEADING AND MANAGEMENT

- Provide professional guidance to staff to secure good teaching to SEND pupils, through both written guidance and meetings
- Have responsibility for the line management of SEND teachers and SEND teaching assistants within the mainstream school
- Carry out appraisals for SEN teachers and teaching assistants
- Advise on, and contribute to, the professional development of staff including whole school INSET provision
- Provide regular information to the Principal and governing body on the evaluation of SEND provision
- Provide support and guidance to staff on matters of SEND and inclusion
- Put in place provision for pupils who need adaptations to access learning
- Support with the monitoring the recording and reporting of the whole school behaviour system and the safeguarding database
- Establish and maintain a positive, dynamic and fully inclusive inclusion area

EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

- Advise the Principal and governing body of priorities for expenditure and deployment of staff, utilise resources with maximum efficiency
- Maintain and develop resources (e.g. SEND handbook), co-ordinate their deployment and monitor their effectiveness in meeting the objectives of school and SEND policies

OTHER PROFESSIONAL REQUIREMENTS

- Co-ordinate all SEND review meetings (assess, plan, do, review process) for the mainstream school, attend/chair when necessary, and complete referrals or funding requests as appropriate
- Work with teachers on all phases of pupil transition
- Be a member of the school safeguarding team and contribute to the monitoring and referral processes as necessary (Early Help, CIN, CP) and attend training or meetings when required
- Support the Designated Teacher with Looked After Children

JOB DESCRIPTION CONTINUED

- Update the SEND information report for the school and contribute to policies and risk assessments as necessary
- Support with the induction of support staff and external professionals
- Oversee the support of children with medical conditions, liaising with external professionals and parents as necessary, oversee dissemination of medical plans/risk assessments and organise training for staff
- Keep abreast of and support with the implementation of national changes with SEND by attending SEND conferences and relevant training organised by the Local Authority
- Periodically attend panel meetings at the Local Authority
- Five gate duties/one late duty for 'Stay & Play' till 6pm
- Represent the school on the autism Leading Edge Group at the Local Authority
- To oversee the transfer of pupil SEND and CP records across the school
- To oversee the transition process for children in the mainstream school, liaising with parents, local authorities and other settings as necessary

PROFESSIONAL STANDARDS

- Make the education of pupils the first concern and be accountable for achieving the highest possible standards of work and conduct
- Support the aim of the school and endeavour to promote our development as a learning community
- Treat all members of the community, colleagues and pupils, with respect and consideration
- Treat all pupils fairly, consistently and without prejudice
- Set a good example to pupils in terms of appropriate dress, standards of punctuality and attendance
- Promote the aims of the school by attending and participating in events such as open evenings and the like (as appropriate to your responsibilities)
- Support the ethos of the school by upholding the behaviour code, uniform regulations, etc
- Take responsibility for your own professional development and participate in staff training when provided and seeking out other opportunities
- Reflect on your own practice, as well as the practice of the school, to improve all that we do
- Read and adhere to the various policies of the school as expressed in the School Development Plan, the staff handbook, etc
- Participate in the management of the school by attending various meetings according to the schedule
- Participate in school evaluation and programmes for monitoring teaching and learning
- Undertake duties as described within school policies
- Ensure that all deadlines are met as published in the school calendar
- Undertake professional duties that may be reasonably assigned to you by the Principal
- Be proactive and take responsibility for matters relating to Health and Safety

The key accountabilities of the post outline the main areas of the role; they are not a comprehensive list of tasks to be undertaken

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
EDUCATION AND QUALIFICATIONS	• Education to degree or equivalent level + QTS • Evidence of recent professional development • Willingness to undertake the National Award for SEN Coordinators	• Evidence of further professional study in the area of SEN • Experience working as a SENDCO or completion of the National Award for SEN Coordinators
SPECIALIST KNOWLEDGE & SKILLS	• Outstanding teacher with evidence of successful teaching in a primary school • Outstanding knowledge and understanding of the range of complex needs experienced by children who find it challenging to access the normal school curriculum • Up-to-date knowledge of curriculum and assessment, the development of literacy across the curriculum and changes to the code of practice • Ability to use data and strategic information to raise pupil attainment • ICT competency • Knowledge and understanding of safeguarding issues	• Understanding of SEN funding • Knowledge and understanding of inclusion in a whole school setting • Contribution to a whole school behaviour strategy
LEADERSHIP & MANAGEMENT	• Ability to set clear expectations, to demand high standards and to hold others to account • Positive attitude towards change; innovative and self-reflective • The ability to plan and prioritise, to complete tasks efficiently on time and to work with detail • The ability to motivate and enthuse colleagues • Excellent communication and interpersonal skills • Ability to chair meetings effectively and delegate • Good negotiating skills and the ability to diffuse situations • Resilient when faced with complex situations	• Excellent presentation skills with the ability to lead training • Experience of leading a large team of teachers and support staff • Experience of working with a variety of SEN in a variety of different contexts • Experience of partnership working with parents and external agencies

PERSON SPECIFICATION CONTINUED

	ESSENTIAL	DESIRABLE
RELEVANT EXPERIENCE	Recent experience in a primary school	- Recent experience of leadership and management in the area of SEN - Successful experience of leading a significant 'new initiative' - Experience of partnership working
ADDITIONAL REQUIREMENTS	- To work collaboratively and empathetically with families - To be an advocate for the children - Commitment to continuous improvement - Commitment to meeting the needs of all pupils - Sense of humour, presence, drive, passion and flexibility - Able to work independently and as part of a team - Approachable and sensitive to the needs of others - Openness & willingness to address & discuss relevant issues	Willingness to take part in extra-curricular activities, including trips and visits, and to make a significant contribution to the wider life of the school

KEY INFORMATION

TITLE	SENCO
SALARY RANGE	L1 TO L5 FOR OUTER LONDON
START DATE	JANUARY 2027 OR ASAP
CLOSING DATE	31ST AUGUST 2026
INTERVIEWS	SEPTEMBER 2026
WEBSITES	SARACENSBF.ORG SARACENSMAT.ORG



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