



Role: Head of Teaching and Learning (Secondary)

Location: Multi-site role across five schools within the SED Group

Contract Type: Full-time or Part-Time, Permanent

Salary: Serenity School Pay Scale L10 - L18 (£53,380 - £65,010) dependent on experience, plus car/medical bonus upon successful probation

Start Date: November 2025

About Us

Serenity Education Group is a dynamic, values-driven organisation comprising five schools located in Coulsdon, Croydon, Eltham, Maidstone, and Crawley. Our schools provide high-quality education and care for children and young people with a range of learning needs, including Autism Spectrum Disorder (ASD), Severe Learning Difficulties (SLD), Global Learning Delay (GLD), and associated communication and sensory needs.

Our **Nurture Pathway** supports pupils aged **4–19** who are non-verbal, pre-verbal, or developing early communication, cognition, and interaction skills. We follow the **EQUALS curriculum**, which prioritises engagement, communication, independence, and personal development.

We are seeking an experienced and passionate leader to shape and lead teaching and learning within our Nurture Pathway, ensuring consistently outstanding practice and meaningful progress for every pupil.

The Role

This is a pivotal cross-group leadership role for an exceptional practitioner with extensive experience in SEND and specialist education. You will lead the development, delivery, and quality assurance of teaching and learning across the Nurture Pathway in all Serenity schools.

Working closely with Headteachers, Assistant Headteachers, and class-based teams, you will model outstanding practice, develop staff expertise, and ensure that every pupil accesses an ambitious and individualised curriculum that promotes communication, independence, and engagement.

You will drive consistency and excellence through systems, coaching, curriculum development, and professional learning, ensuring alignment with the group's vision of *Excellence from enrolment to graduation*.

Key Responsibilities

- Provide strategic leadership for teaching and learning across the Nurture Pathway, ensuring alignment with school and group improvement priorities.
- Lead curriculum design and implementation using the **EQUALS framework**, ensuring coherence, progression, and relevance for all learners aged 4–19.
- Embed high-quality classroom practice through coaching, modelling, and mentoring.

- Develop and implement robust systems for quality assurance, data tracking, and impact evaluation across all settings.
- Drive professional learning programmes to build staff expertise in SEND pedagogy, communication strategies, and multi-disciplinary collaboration.
- Ensure curriculum and assessment are fully aligned with EHCP outcomes and evidence-based approaches to progress for pupils with complex needs.
- Work collaboratively with leaders and therapists to embed communication, sensory regulation, and independence across the learning environment.
- Monitor and report on the impact of teaching and learning strategies, providing regular updates to the Director of Education and COO.

Person Specification

Essential

- Proven experience of successful and impactful leadership within a SEND or specialist education setting.
- Extensive knowledge and experience of teaching and learning for pupils with ASD, SLD, GLD, non-verbal and pre-verbal communication profiles, aged 4–19.
- Strong understanding of EQUALS or comparable curricula, with the ability to adapt and personalise learning effectively.
- Systems-driven and highly organised, able to design and embed sustainable structures for curriculum, assessment, and quality assurance.
- Skilled in coaching, mentoring, and developing others, with the ability to inspire, influence, and build capacity across teams.
- Deep understanding of engagement-based learning, sensory integration, and communication-centred practice (PECS, Intensive Interaction, AAC, etc.).
- Highly analytical and data-literate, able to translate qualitative and quantitative evidence into measurable improvement.
- Excellent interpersonal and communication skills, with the ability to work collaboratively across multiple schools and multidisciplinary teams.
- Commitment to inclusion, pupil voice, and holistic progress across academic, social, emotional, and independence domains.

Desirable

- Experience of leading teaching and learning across multiple sites or within a multi-school trust/group.
- Qualification or accreditation in SEND leadership, specialist pedagogy, or coaching.
- Experience of designing, leading, and evaluating CPD for diverse teams including teachers, LSAs, and therapists.
- Familiarity with Ofsted frameworks for specialist and independent schools.
- Accreditation or experience as a TEEP trainer, or equivalent expertise in evidence-based teaching frameworks.

Why Join Us

- **Meaningful impact** – lead teaching and learning for some of the most inspiring pupils across five specialist schools.
- **Collaborative leadership culture** – join a team that values professional trust, shared learning, and innovation.
- **Opportunities for growth** – contribute to an expanding group with clear progression pathways into senior executive roles.
- **Autonomy and creativity** – shape the Nurture Pathway and influence best practice across all Serenity schools.
- **Values-led purpose** – work within an organisation that champions inclusion, independence, and self-worth for every child.

How to Apply

To apply for the role please do so through My New Term:

Contact

If you would like to find out more about this exciting opportunity, need any further information or wish to have an informal discussion, please contact Assumpta Ugo, hr@serenityschool.org.uk T: 020 3504 2281

The stages of the recruitment process are outlined below:

Stage	Timescale
Position advertised	Friday, 10 th October 2025
Closing date for applications	Friday, 31 st October 2025
Shortlisting	Ongoing
Interview and assessment (In person)	TBC.

Equal opportunities

Serenity Education Group is fully committed to equality of opportunity and diversity, and we warmly welcome applications from all suitably qualified candidates. We welcome applications regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.

Serenity Education Group is committed to safeguarding and promoting the welfare of children and young people and successful candidates will be subject to an Enhanced DBS (Disclosure and Barring Service) check.

The Safeguarding responsibilities of the post as per the job description and personal specification.

Whether the post is exempt from the Rehabilitation of Offenders Act 1974 and the amendment to the Exceptions Order 1975, 2013 and 2021. This means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS Filter Guidance.