

Fallibroome Academy – SENCo (fixed term: 01/9/2026 – 31/12/2026)

The Governors wish to appoint a skilled, experienced and compassionate teacher to manage the provision for students with special educational needs and/or disabilities.

Our current Assistant Headteacher (Director of Inclusion and SENCo) has recently secured promotion to a Deputy Headteacher position. Given the timing of this appointment, we plan to recruit to this permanent position for 1st January 2027. In the interim, many of the responsibilities of this post are being reallocated within the school leadership team, however we need to recruit a skilled and experienced teacher to act as SENCo for the autumn term. The full details of this post can be found in the accompanying job description and person specification.

We are looking for a teacher with enthusiasm, energy and experience to fulfil all duties of the SENCo role. A person with deep knowledge of the EHCP, Annual Review and SEN referrals process, experience of working with SEN students and parents and experience of working with external agencies.

In order to give adequate capacity for the successful candidate to deliver on this role, there will be no teaching commitment with this post. It is planned that there will be some delivery of small-group intervention work.

The Inclusion Department

The Inclusion Department at The Fallibroome Academy will be temporarily led by the Deputy Headteacher, pending a permanent appointment in January 2027. This is a large department that provides significant support to students with a broad range of SEN needs and vulnerabilities. The key leaders in this team are the Assistant SENCo, Lead TA, Inclusion Manager, Autism Provision Manager and Access Arrangements Coordinator. They are supported by other staff, including an SEN Administrator. The bulk of support for students is provided by a talented team of 25 teaching assistants. In addition to in-class support, our TA team delivers morning literacy and reading interventions and a small number of withdrawal groups. We are fortunate to have the services of a highly committed and caring group of professionals who work together closely, exchanging ideas and working to their very best to meet the needs of our students.

There are over 400 students on our Inclusion Register of whom 52 have EHCPS

Fallibroome is committed to maximum inclusion for all, but some extraction takes place to ensure that all students are equipped to cope with the curriculum and other aspects of school life. Peer Tutors (Year 12 students) give additional support to some Year 7 students. In Years 10 and 11, a small group of students study one less GCSE than their peers, to enable them to receive support from the Department and follow the Study Plus programme.

The department is well resourced and has excellent facilities, including a specialist designated medical suite with physiotherapy and study rooms, an extensive tracker hoist system and adapted toilet facilities. Students make good use of ICT and have access to laptops and other electronic devices.