

Active
Learning
Trust

Candidate Pack
Assistant SENDCo
November 2025



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Dear applicant



Thank you for your interest in joining the Active Learning Trust. I know that choosing where to build your career is a big decision, and before I share the details of the role, I want to tell you why this is such a special place to work.

At ALT, we do things differently. We are a values-led organisation that believes our people are our greatest strength. We invest deeply in the adults who work with us, because when we help our colleagues grow, our pupils thrive. Ours is a community built on trust, care and ambition – where every member of staff is encouraged to discover their strengths, take opportunities, and know that their work is shaping brighter futures for the children in our care.

We don't see education as just a system; we see it as a moral mission. Every day, our staff bring energy, compassion and commitment to their roles, united by the belief that every child deserves the very best. We stand alongside you with high expectations, professional development, and unwavering support so that together we can achieve extraordinary things.

If you share our values and our passion for making a difference, we would be delighted to hear from you. I look forward to the possibility of welcoming you into our Trust – a place where people matter, potential is nurtured, and purpose drives everything we do.

With warm regards,



Lynsey Holzer
Chief Executive Officer

Active Learning Trust

Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 19 schools in Cambridgeshire and Suffolk, serving nearly 8,500 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care.

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

Our Team

Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

- We know our schools exceptionally well and we offer both honest reflection and evaluation of our strengths and areas for improvement.
- We have clear and appropriate plans for continuing to improve the quality of education and pupil achievement.
- We encourage and celebrate the individual characteristics of each of our schools and provide them with a good balance of autonomy central oversight and accountability.

Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



I aspire, we achieve



We're curious, creative and bold



A family, not a house share



Comfortable being candid



Humour, humility, humanity



“

ALT has put a lot of work into developing genuine shared values which you can see starting to come through all the schools. This feels very powerful. Despite the geographical distance between schools, there is real sense of the greater good with school leaders constantly supporting one another where needed. It is a particular privilege in my role to be able to identify and spread excellent classroom practice from school to school. People in this Trust are happy, and there is a widespread feeling of exciting times ahead.

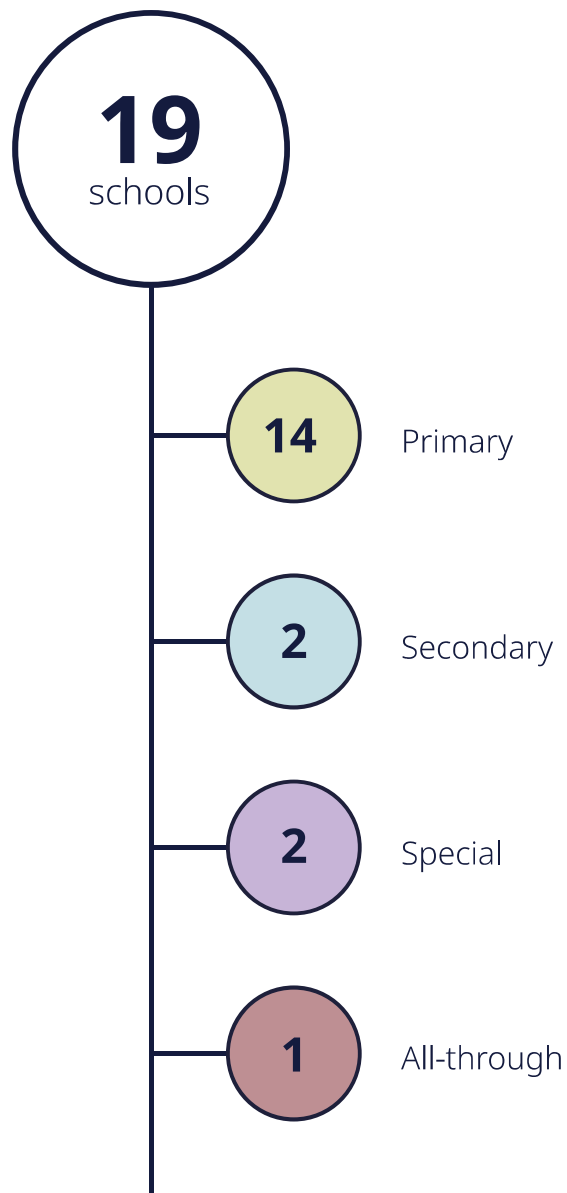
Lisa Corby
Academy Improvement Lead

Our Schools

Active Learning Trust encompasses 19 schools – eight in Cambridgeshire and 11 in Suffolk – including two special schools, two secondary schools, one all-through school and 14 primary schools. Of these, one special school and four primaries converted to academy status, while the remaining 13 operate as sponsor-led academies. Four of our schools opened as new establishments, gradually increasing their pupil intake year by year.

Our schools fall naturally into three designated geographical sub-regions – Ipswich, the Lowestoft area, and mid Cambridgeshire. This allows the Trust to apply so-called ‘hub’ level school-to-school support and collaborative working along with other mutually supportive arrangements. The synergy this creates has become a key way of working for Active Learning Trust teams and continues to develop further over time.

- The proportion of disadvantaged pupils in the Trust is above that found nationally.
- The proportion of pupils with an Education Health Care Plan is in line with national averages.
- The proportion of our pupils with Special Educational Needs and/or Disabilities and who speak English as an additional language are below national average.



Job Vacancy

Assistant SENDCo

Join Sidegate Primary as our Assistant SENDCo and help every child thrive!

Sidegate Primary School is seeking a passionate and dedicated Assistant SENDCo to support our inclusive learning environment. You will work closely with the SENDCo and teaching staff to identify, plan, and deliver support for children with additional needs, ensuring all pupils reach their full potential. This is a 2-year fixed-term contract, offering the opportunity to make a real difference in a supportive, forward-thinking school community.

Summary of Key Responsibilities

- Track progress for learners within SEND interventions, taking action where necessary
- Help to maintain an accurate SEND register and provision map with the Assistant Principal for SEND and Assistant SENDCo Admin
- Provide guidance to colleagues on supporting pupils with SEN or a disability, when appropriate both within the Foundation Learning Department and the wider school

Our People-First Philosophy

At Active Learning Trust, Everyone is valued in their role, and we make sure that the right people have the right opportunities to find their purpose and progress within our Trust. Guided by our values of open dialogue, bold thinking and supportive teamwork, we put our staff's growth and wellbeing at the heart of everything we do – so that they can focus on making a real difference in our schools and our communities.

Why Join Our Trust?

- Belong to a compassionate and inclusive trust that values you and the role you play.
- Join an experienced group of people that are fully dedicated to delivering the best for our children.
- Gain access to our VivUp employee benefit system, Cycle to Work scheme and teacher pensions.

Contact

If you wish to discover more about this exciting opportunity, then please contact: Savannah La'Thangué at, savannah.lathangué@sidegate.net.



**Sidegate
Primary
School**

Location

Ipswich, Suffolk

Contract

Fixed-term, Part-time, 0.5-0.8FTE across 5 days per week

Salary

0.5FTE-0.8FTE -
£16,458.00-£36,282
Main Pay Scale

Job description

Assistant SENDCO

Salary: Main Pay Scale

Academy Site: Sidegate Primary School

Reporting to: Assistant Head & SENDCo

Main purpose

To support the SENDCo with the day-to-day operation of the SEND policy and co-ordination of specific provision to support individual pupils with SEN or a disability. To provide professional guidance to colleagues as appropriate, working closely with staff, parents and other agencies. To deliver intervention groups for pupils with SEND.

Duties and responsibilities

SEND policy and provision

- Contribute to academy self-evaluation, particularly with respect to provision for pupils with SEN or a disability
- Maintain up-to-date knowledge of national and local initiatives that may affect the Trust's policy and practice

Operation of the SEND policy and co-ordination of provision

- Evaluate the effectiveness of SEND interventions and provide supportive advice for colleagues to improve practice
- Track progress for learners within SEND interventions, taking action where necessary
- Help to maintain an accurate SEND register and provision map with the Assistant Principal for SEND and Assistant SENDCo Admin
- Provide guidance to colleagues on supporting pupils with SEN or a disability, when appropriate both within the Foundation Learning Department and the wider school
- Be aware of the provision in the Cambridgeshire local offer, and engage external services from this when needed
- Work with other schools, educational psychologists, health and social care professionals, and other external agencies as needed
- Lead department meetings as directed by the Assistant Principal for SEND
- Analyse assessment data for pupils with SEN or a disability

Support for pupils with SEN or a disability.

- Where directed to do so by the Assistant Principal for SEND:
- Identify a pupil's SEND through the school systems

- Co-ordinate provision that meets the pupil's needs, and monitor its effectiveness
- Secure relevant services for the pupil
- Ensure records are maintained and kept up to date
- Support the SENDCo to review the education, health and care plan (EHCP) with parents or carers and the pupil
- Communicate regularly with parents or carers
- Ensure if the pupil transfers to another school, all relevant information is conveyed to it, and support a smooth transition for the pupil
- Promote the pupil's inclusion in the academy community and access to the curriculum, facilities and extra-curricular activities
- Work with the designated teacher for looked-after children, where a looked-after pupil has SEN or a disability
- Take part in quality assurance processes such as lesson visits and book looks

Generic responsibilities of all Active Learning Trust employees

- To consistently uphold the Trust's Aims, Visions and Values.
- To work in a co-operative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the academies and Trust.
- To work with children and young people within the framework of the academy in a courteous, positive, caring, and responsive manner.
- To take an active and positive role in the Trust's commitment to the development of staff and review procedures, undertaking training as required.
- To act in a professional way that is consistent with the values and expectations of the Trust.
- To be responsible for promoting and safeguarding the welfare of children and young persons.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next academic year. It will be reviewed, and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Reports to Manager.

Person Specification

Assistant SENDCo

E = Essential / **D** = Desirable

Qualifications & Training		
Degree	E	
Qualified Teacher Status	E	
National Award for SEND Co-ordination		D
Experience		
Proven track record of consistently good or better teaching	E	
Experience of working at a whole-school level	E	
Involvement in self-evaluation and development planning	E	
Experience of leading CPD		D

Skills and Knowledge		
Sound knowledge of the SEND Code of Practice	E	
Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies	E	
Ability to plan and evaluate interventions	E	
Data analysis skills and the ability to use data to inform provision planning	E	
Effective communication and interpersonal skills	E	
Ability to build effective working relationships	E	
Ability to influence and negotiate	E	
Good record-keeping skills	E	

Personal Qualities		
Embodies of the Active Learning Trust’s values: <ul style="list-style-type: none"> - I aspire, we achieve - We’re curious, creative and bold - A family, not a house share - Comfortable being candid - Humour, humility, humanity 	E	
Commitment to uphold the seven principles of public life (the Nolan principles) at all times	E	
Commitment to maintaining confidentiality at all times	E	
Equal Opportunities		
Commitment to inclusion, equality and diversity	E	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people.	E	

Application Process

How to Apply

You can browse and apply for all Active Learning Trust vacancies by clicking the link below to access our recruitment platform. Once you have found the corresponding vacancy, click on the 'Apply Now' button to begin your application. You can save your application and return to it at any time. Please ensure you have completed and submitted your application before the deadline shown on the job advert.

[View current vacancies](#)

Hints and Tips

To increase the chance of your application being considered for the role, please follow these steps:

- Use the Person Specification document to write your application. Consider using the headings and give examples where possible.
- Check for punctuation and grammar errors.
- Ensure your first referee is from your current or most recent employer. If you are employed within a school or academy, ensure you list your Headteacher as your first referee.
- All gaps in employment history must be explained. This should start from the date you left full-time education, including the summer holiday.



Useful Information

As an equal opportunities employer, we welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

No CVs are accepted in line with requirements of Keeping Children Safe in Education, therefore all applications are required to be completed using the MyNewTerm platform.

The Active Learning Trust reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture. Please be advised that references may be requested prior to interview for roles within our academies, where permission has been given to do so via MyNewTerm.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

