



# Senior Enhanced Inclusion & Learning Practitioner

(Hartsholme Mainstream SEND Hub)



Harbour  
Learning  
Trust

## Overview

We are seeking a passionate, skilled and nurturing Senior Enhanced Inclusion & Learning Practitioner to join our Mainstream SEND Hub within a primary school setting. This is an exciting opportunity to play a key role within an inclusive provision that supports pupils with communication and interaction needs and/or cognition and learning needs within a mainstream environment.

The successful candidate will work collaboratively with the Enhanced Provision Teacher, SENCO, wider school staff and external professionals to provide high-quality, adaptive support that enables pupils to feel safe, included and successful in their learning. As a senior practitioner, the role includes enhanced responsibilities linked to leading planned learning sessions, mentoring colleagues and contributing to the ongoing development of inclusive practice across the provision and wider school.

## Purpose of the Role

- To work in our Mainstream SEND Hubs.
- To support pupils with communication and interaction needs and/or cognition and learning needs within the Mainstream SEND Hub and across the wider school environment, promoting inclusion, belonging and positive outcomes for all pupils.
- To work collaboratively with the Enhanced Provision Teacher and wider school staff to deliver high-quality adaptive support, tailored interventions and inclusive learning opportunities that enable pupils to achieve academically, socially and emotionally.
- To provide leadership within the provision through leading planned learning sessions during periods of teacher release time or absence, mentoring colleagues and contributing to the ongoing development of inclusive practice across the school community.

## Main duties and responsibilities

### Leadership and Enhanced Responsibilities

- Contribute proactively to the planning, adaptation and delivery of tailored learning activities, drawing upon detailed knowledge of pupil needs.
- Take responsibility for leading planned whole-class, small-group and one-to-one sessions during periods of teacher release time, training or absence, ensuring continuity of provision and high expectations for learning and behaviour.
- Deliver lessons and activities under the direction of the Enhanced Provision Teacher, adapting approaches and resources in response to pupil need.
- Maintain a calm, inclusive and purposeful learning environment that promotes engagement, progress, independence and wellbeing.
- Monitor and respond to pupils' academic, social and emotional needs, escalating concerns appropriately.
- Contribute to the assessment, monitoring and evaluation of pupil progress, helping to identify next steps and targeted support strategies.
- Support the review and implementation of EHCP outcomes, provision maps and intervention plans.
- Provide guidance, support and informal mentoring to colleagues, helping to promote consistency, confidence and high-quality inclusive practice across the provision.
- Act as a role model for inclusive practice across the provision and wider school community.
- Contribute to the ongoing development of the Enhanced Provision, including routines, systems, resources and inclusive approaches.

## Job Description :

### Senior Enhanced Learning & Inclusion Practitioner

**Contract type:** Full time - 3 year fixed  
(with potential for permanency)

**Salary:** NJC Scale 3 £25,583 -£25,989 FTE  
(£19,135 - £19,438 Actual)

**Reports to:** Deputy SENDCo

**Location:** Mainstream SEND Hub  
Hartsholme Academy

Additional information: The proposed start date for this post is September 2026.

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## Main duties and responsibilities

### General Support

- Under the reasonable direction of the Enhanced Provision Teacher, support access to learning and inclusion for pupils with a range of special educational needs within the Enhanced Provision.
- Support the Enhanced Provision Teacher and contribute to the learning, wellbeing, provision and outcomes of pupils within the Enhanced Provision.
- Promote the Enhanced Provision as an integral part of the school community, role modelling inclusive practice and high expectations for all pupils.
- Support pupils both within the Enhanced Provision and across the wider mainstream school environment.
- Develop pupils' independence, emotional resilience, communication skills and social interaction skills.
- Support pupils to access learning opportunities and participate fully in school life.
- Support the development of inclusive practice across the wider school community, recognising that all children are entitled to belong, participate and achieve

### Teaching and Learning

- Support pupils individually, in small groups and within whole-class learning to access the curriculum and make progress towards identified outcomes.
- Deliver targeted interventions and planned learning activities tailored to individual pupil needs.
- Support pupils with communication and interaction needs and/or cognition and learning needs through adaptive approaches and personalised support.
- Promote positive behaviour, emotional regulation and social inclusion in line with the school's policies and ethos.
- Organise and maintain learning environments, breakout spaces and resources to support effective teaching and learning.
- Use ICT effectively to support learning and pupil independence.
- Contribute to monitoring, recording and reporting pupil progress and attainment.
- Support the implementation of EHCP targets, support plans and intervention programmes.

### Working with Staff, Parents/Carers and Professionals

- Communicate effectively with pupils, families, staff and external professionals under the direction of the Enhanced Provision Teacher and SENCO.
- Develop positive and professional relationships with parents/carers, contributing feedback regarding pupil progress and wellbeing.
- Work collaboratively with teachers, support staff and external agencies to support pupil outcomes.
- Share relevant information regarding pupil progress, needs and support strategies appropriately and professionally.
- Attend and contribute to relevant meetings, reviews and training sessions.

### General Responsibilities as Part of the School

- Promote the safeguarding, welfare and wellbeing of all pupils.
  - Follow all school policies and procedures including Safeguarding, Child Protection, Inclusion, Health & Safety, Behaviour, First Aid, Confidentiality and Data Protection.
  - Support pupils with personal care and medical needs where required.
  - Maintain accurate and appropriate records linked to attendance, safeguarding, behaviour and progress.
  - Demonstrate a commitment to ongoing professional development and reflective practice.
  - Contribute positively to the wider ethos, values and inclusive culture of the school.
  - Undertake any other reasonable duties commensurate with the level of the role.
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- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.
  - We passionately believe that every child should receive the very best education that prepares them fully for the future

# Senior Enhanced Inclusion and Learning Practitioners

Specification	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> <li>GCSE Grade C/4 or equivalent in English and Maths</li> <li>Level 3 Teaching Assistant qualification (or equivalent) with experience supporting students with SEND.</li> <li>First Aid qualification or willingness to undertake training.</li> <li>Willingness to undertake training in SEND and related support strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of continuous professional development and training</li> <li>HLTA qualification or equivalent experience</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience leading small-group or whole-class sessions, working within an educational environment</li> <li>Experience delivering interventions and planned learning activities</li> <li>Experience of working with SEND pupils in an educational setting</li> <li>Experience supporting students with communication and or cognition and learning needs in both academic and personal development</li> <li>Experience of supervising and supporting students with additional needs, adapting resources and approaches to meet individual needs.</li> <li>Experience mentoring or supporting colleagues</li> </ul>	<ul style="list-style-type: none"> <li>Experience within an SRP, Mainstream SEND Hub or similar SEND-focused setting.</li> </ul>
Professional knowledge & Understanding	<ul style="list-style-type: none"> <li>Understanding of inclusive practice and adaptive teaching approaches</li> <li>Understanding of Education, Health, and Care Plans (EHCPs) and experience supporting students to achieve their individual goals.</li> <li>Knowledge of safeguarding procedures</li> <li>Understanding of the differing needs of SEND pupils</li> </ul>	<ul style="list-style-type: none"> <li>The ability to use a computer and the main Google software.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Excellent communication skills and the ability to build trusting relationships with students, staff, and parents.</li> <li>Strong organisational skills with the ability to manage multiple tasks and respond flexibly to changing needs.</li> <li>Ability to manage diverse responsibilities and adapt to pupils needs, including medical, Mental Health and Wellbeing, and personal care requirements.</li> <li>Knowledge of safeguarding procedures.</li> <li>Ability to support the use of technology to enhance learning and promote student independence.</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>A strong commitment to the Trust values and ethos, supporting the Trust's agenda for safeguarding, equality and diversity.</li> <li>Caring, patient, and empathetic with a strong commitment to inclusion and supporting the personal growth of students.</li> <li>A flexible approach and a strong work ethic</li> <li>Excellent time management and organisational skills</li> <li>Resilient and adaptable, able to manage diverse responsibilities and prioritise student needs.</li> <li>High integrity and professionalism in all aspects of the role, maintaining confidentiality and respecting all.</li> <li>Enthusiastic about professional development and committed to enhancing knowledge in SEND and inclusion.</li> </ul>	