

SEND HLTA

Recruitment Pack



A close-up portrait of a young child with light brown hair and freckles, smiling warmly. The child is wearing a blue turtleneck sweater. The background is a soft, out-of-focus grey.

WELCOME

Lavender Primary School has a big heart. It takes care of its community and is a warm and welcoming place of learning.

If you are someone who can demonstrate a calm and patient demeanour, who is committed to helping all young people achieve their full potential, we would love to hear from you.

LAVENDER PRIMARY SCHOOL

Lavender is a special place – enjoyment and challenge are at the heart of all we do. We believe that every child is unique and we aim to nurture and inspire them in a safe, secure and stimulating environment.

We are committed to giving each child the best education, creating a love of learning and a curiosity about the world around them.



“This is a friendly and highly inclusive school where everyone is valued and diversity is celebrated. Staff and pupils appreciate the dedicated pastoral care the school provides. There is a calm and nurturing atmosphere in lessons, where pupils behave well and can focus on their learning without disruption.”

~ Ofsted, May 2025

**Care, Honesty,
Determination,
Respect,
Responsibility and
Appreciation**

KEY INFORMATION

Age range:

2 to 11

Location:

Enfield, North London

School type:

Academy converter
Ivy Learning Trust

Pupils on roll:

473

Children eligible for FSM:

20.7%

2025 KS2 results:

65% achieved expected
standard (combined)

Ofsted:

Good, May 2025



“Pupils play happily together at playtime and enjoy the range of activities on offer. They love coming to school every day and attendance is high.”

~ Ofsted, May 2025

Our Values

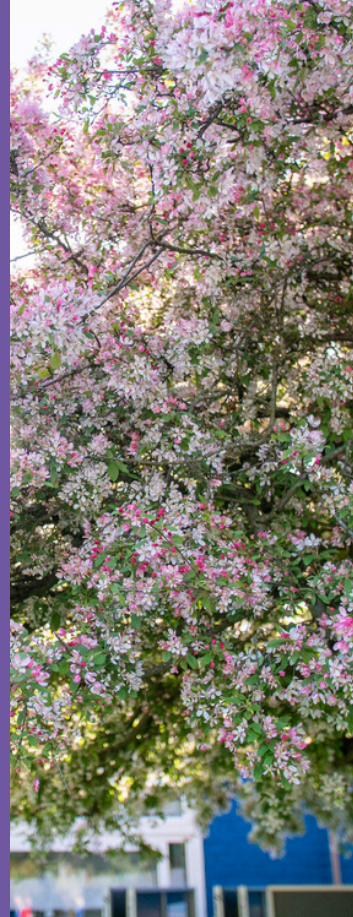
Ivy is a charity and our purpose is to provide education for the public benefit.

At Ivy, we make it easy to make a difference:

 Easier to Learn.

 Easier to Teach.

 Easier to Lead.



Ivy Learning Trust is a family of schools dedicated to giving children a great education. We formed our Trust in 2017 with two Enfield primary schools, Brimsdown and Lavender, in order to formalise the already close working relationship between them. We now have a network of 17 primary schools across North London and Hertfordshire.

This collaboration has enabled our community to benefit from the expertise and talents at each joining school, with leaders sharing successful techniques and innovations. Staff enjoy better access to CPD programmes and opportunities to develop their careers. We are a supportive community, dedicated to ensuring that no one is left behind and that everyone benefits from being part of our Trust.

OUR SCHOOLS



17

Schools

*All Good,
Outstanding or
Expected Standard+*

SCHOOL	LOCATION	JOINED	OFSTED
1. Lavender	Enfield	2017	Good (2025)
2. Brimsdown	Enfield	2017	Good (2023)
3. Churchfield	Enfield	2018	Good (2022)
4. Eastfield	Enfield	2018	Good (2022)
5. Larkspur	Hertfordshire	2018	Good (2023)
6. Walker	Enfield	2019	Good (2023)
7. The Wroxham	Hertfordshire	2019	Good (2024)
8. Woodside	Hertfordshire	2020	Good (2025)
9. Crabtree Infants	Hertfordshire	2021	Outstanding (2024)
10. Crabtree Junior	Hertfordshire	2021	Outstanding (2023)
11. Peartree	Hertfordshire	2022	Good (2025)
12. Martins Wood	Hertfordshire	2022	●●●●●● (2025)
13. Watchlytes	Hertfordshire	2022	●●●●●● (2025)
14. Round Diamond	Hertfordshire	2023	Outstanding (2025)
15. Windhill21	Hertfordshire	2024	Outstanding (2025)
16. Richard Whittington	Hertfordshire	2024	Good (2019)
17. De Bohun	Enfield	2025	Good (2020)

**Schools inspected since joining Ivy.*

WORKING AT IVY



“

Staff are overwhelmingly proud to be part of the school community. Regular training helps staff stay sharp and keep ahead of the game. Senior leaders do much to look after staff's wellbeing.

~ Ofsted, Crabtree Junior, 2023

”

When you join Ivy, you'll have access to a comprehensive range of benefits, designed to support your career progression and wellbeing. As a Trust, we offer an inclusive work environment, recognise and reward excellence, encourage creativity and support ongoing professional growth.



Employee Assistance Programme with access to free counselling, mental health and financial support



Professional development with defined careers pathways and paid study leave



Tax free childcare scheme and admissions priority for the children of school employees



Pension scheme



National pay in line with STPCD



Flexible working available



Cycle to work scheme



Discounted gym membership



Occupational health service

JOB DESCRIPTION

Overall purpose of the post:

- To work under the guidance of the SENDCo to plan, implement, and deliver targeted provision for individuals and groups, to promote effective, ambitious learning for pupils with additional needs and barriers to learning.
- To provide comprehensive support to the SEND team in managing and organizing the classrooms, ensuring individual pupil needs are met through close collaboration with external professionals (e.g., Speech Therapists, Physiotherapists).
- To deploy positive behaviour management strategies in line with school policies, fostering a purposeful, safe, and inclusive learning environment where every child's potential can be unlocked.
- To assist in overcoming barriers to learning, including physical, emotional, and behavioural difficulties, ensuring pupils develop a strong sense of self-worth and confidence.
- To be strictly responsible for promoting and safeguarding the welfare of all children within the school.

Main duties and responsibilities:

- Build strong, positive working relationships with pupils based on care and respect. Act as a role model and set high expectations that place no ceiling on children's abilities.
- Deliver specific learning programmes, contributing directly to setting and reviewing Individual Support Plan (ISP) targets. Help pupils build a growth mindset through commitment and determination.
- Apply knowledge of complex special needs by utilizing tools like Makaton, Communicate in Print, Colourful Semantics, and visual structures (e.g., Now and Next boards) to support children with communication difficulties.
- Execute individual programmes designed by external professionals, including Occupational Health, Speech and Language Therapists, and Physiotherapists.
- Encourage peer interaction and cooperative work, helping children to collaborate by sharing their learning and helping others.

JOB DESCRIPTION

Main duties and responsibilities:

- Partner closely with the SEND team to assist in the planning, development, and delivery of a creative, ambitious, and rigorous curriculum.
- Observe, monitor, and evaluate pupil responses to learning tasks, focusing relentlessly on pupil progress.
- Maintain a highly flexible approach to meet shifting classroom demands, participating in physical activities as required.
- Support the growth of basic skills to help equip children with everything they need to be successful beyond Lavender.
- Help adapt and design physical and digital resources, taking into account complex/profound learning difficulties, pupil interests, language, and cultural backgrounds.
- Participate in training opportunities, CPD, and staff meetings to support personal and professional growth. Assist in the training and development of other support staff.
- Support pupils' emotional and social well-being by modelling positive behavior. Plan, prepare for, and accompany staff/pupils on school trips and purposeful, first-hand experiences beyond the classroom.
- Strictly adhere to school policies regarding Health & Safety (including risk assessments), Safeguarding, and Equality & Diversity.

JOB DESCRIPTION

All staff will:

- Promote equality of opportunity.
- Follow safeguarding guidelines and child protection policy / procedures.
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management / appraisal.
- Promote positive attitudes and behaviour.
- Be committed to achieving the Trust values.
- Promote the Trust in the community.
- Work in partnership with all colleagues including the Trust Board / LGBs.
- Support Codes of Professional Ethics / Safe Practice in the Staff Handbook.
- Have regard for and act in accordance with Health and Safety policy / practice.
- Celebrate success of pupils and staff.

The post holder shall ensure that the duties of the post are undertaken with due regard of the Trust's policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.

The job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to:

- Comply with any reasonable request from those in a position of authority to undertake work of a similar level that is not specified in this job description.
- Work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children.

PERSON SPECIFICATION

Criteria	Requirements
Qualifications	<ul style="list-style-type: none">• Degree and Qualified Teacher Status.• Demonstrate commitment to own further professional development.• Relevant further professional qualifications / CPD relevant to this post.
Experience	<ul style="list-style-type: none">• Experience of teaching pupils with SEND• Understanding of how children learn and aspirational expectations for their achievement• Able to motivate pupils to close gaps in learning and achievement• Experience of accelerating progress of all pupils in a classroom environment• Demonstrate experience of reflecting on and improving their own practice to increase achievement• Experience and commitment to developing positive partnerships with parents, colleagues within the school and the Trust and the wider community
Skills and knowledge	<ul style="list-style-type: none">• Principles and practices of effective personalised teaching and learning to meet the needs of children with SEND• Maintain a safe learning environment, ensuring the safety and wellbeing of pupils is prioritised• Up to date knowledge of SEN teaching approaches• Up to date knowledge of innovative teaching to promote learning and accelerate progress• Evidence of innovative practice to influence the engagement of children• Expect and promote high standards of behaviour• Good understanding/ experience of inclusion• Knowledge of the SEN code of practice• Understanding of the importance of and commitment to promoting Equal Opportunities for all children

PERSON SPECIFICATION

Criteria	Requirements
Personal qualities	<ul style="list-style-type: none">• Excellent practitioner• Good communication, planning and organisational skills• Flexible, innovative and creative• Act as a role model to staff and pupils• Self-motivation to drive own workload, continually improve standard and strive for excellence• Genuine passion and belief in the potential of every pupil• Able to motivate and inspire others• Enthusiastic and positive• Commitment to school and Trust ethos• Ability to maintain a high standard of performance, professionalism and a sense of humour while working under pressure

DETAILS AND TIMELINE

Contract Type:

Permanent, Part-Time

Salary:

£30,288 (FTE - Pro rated - Scale 4)

Closing Date:

Midnight 3 July 2026

Interview Date

W/C 6 July 2026

Our Policies:

[Privacy Notice](#)

[Code of Conduct](#)

[Recruitment](#)

[Safeguarding](#)

Lavender Primary School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced disclosure and medical checks.

Visits to the school are welcome. Please get in touch to arrange a visit or speak with the Headteacher:

020 8363 1058

office@lavender.enfield.sch.uk

