



SANDY LANE PRIMARY SCHOOL



Proud to be part of the

GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Sandy Lane Primary School,
Sandy Lane,
Bracknell, Berkshire RG12 2JG

Telephone: 01344 423896
Email: secretary@sandylanebracknell.com



Dear Candidate

Thank you for your interest in joining Team Sandy Lane during a pivotal phase of growth. We need your unique expertise to ensure our internal provisions for SEND are the gold standard for inclusion. At Sandy Lane Primary, we are on a journey of rapid improvement. We don't just want to meet statutory requirements; we want to inspire limitless potential for our learners with additional needs.

We are seeking a 'Champion for Equity' to lead our bespoke internal provisions, Badgers and Dolphins. This role is tailor-made for an educator who excels at creating structured, continuous, and nurturing environments where learning is adaptive, experiential, and deeply personalized. If you are an expert in scaffolding development, designing immersive learning spaces, and using evidence-based interventions to unlock a child's potential, you will thrive here. We want someone who has uncompromisingly high standards for every child, regardless of their starting point or diagnosis.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve.

To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our job's portal.

Sandy Lane Primary School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Faye Wilson: sbm@sandylanebracknell.com. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely
Katie Parkhouse, Headteacher

About Our School:

At Sandy Lane Primary School, our core PRIDE values underpin everything that we do. Our aim is to provide pupils at Sandy Lane Primary School with limitless opportunities in partnership with families – which is our Sandy Lane Promise.

The PRIDE Values: Positive, Responsible, Inclusive, Determined, and Enquiring run through all aspects of school life.

Positive:

We approach learning and life with optimism. We believe in looking for the good in every situation and fostering a joyful learning environment. In essence, we choose to be cheerful and see the possibilities!

Responsible:

We value ourselves, others, and our school. We take ownership of our actions and understand the importance of contributing positively to our community. Simply put, we do the right thing and care for what we have.

Inclusive:

We celebrate diversity and make everyone feel welcome and valued. We believe that our differences make us stronger and strive to create a place where everyone belongs. To put it plainly, everyone is welcome here!

Determined:

We persevere through challenges and see mistakes as opportunities to grow. We don't give up easily and understand that learning often involves overcoming obstacles. In other words, we keep going and learn from our experiences!

Enquiring:

We are curious, we ask questions, and we actively participate in our learning journey. We believe in the power of curiosity to drive learning and encourage our pupils to explore the world around them. Essentially, we love to ask 'why?' and find out more!

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with teacher main pay scale, points M1-M6, upper pay scale plus SEN allowance

HOURS OF WORK

32.5hrs per week, 52.143 w/k Per year Monday to Friday

PLACE OF WORK

Sandy Lane Primary School, Sandy Lane, Bracknell, Berkshire RG12 2JG.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Internal Alternative Provision Teacher
Responsible to:	Headteacher
Responsible for:	Teaching Assistants

ROLE OVERVIEW

We are seeking an experienced, dedicated, and compassionate Internal Alternative Provision Teacher of Pupils with SEND to lead teaching and learning across our two internal alternative provisions, **Badgers and Dolphins**, within our inclusive mainstream school.

This role is perfectly suited to an educator with a deep understanding of EYFS **continuous provision, child-led developmental milestones, and adaptive scaffolding**. You will use these specialised skills to build a highly supportive, sensory-aware, and engaging environment that bridges the gap between specialised care and academic progress.

This is a pivotal role with responsibility for:

- The design, planning, and delivery of a bespoke, experiential SEND curriculum.
- Cultivating an innovative environment utilizing continuous provision principles to support regulatory and learning needs.
- Oversight and management of EHCPs and Individual Learning Plans (ILPs).
- Line management and leadership of support staff.

MAIN DUTIES AND RESPONSIBILITIES

You will work with pupils with a wide range of SEND needs, including ASD, ADHD, SEMH, communication and interaction needs, cognition and learning difficulties, and sensory or physical needs, ensuring personalised support and high-quality teaching in small-group and individual settings.

TEACHING, LEARNING AND STUDENT PROGRESS

- Plan, deliver, and adapt high-quality, personalized learning experiences for pupils with diverse and complex SEND, leveraging responsive and adaptive teaching strategies.
- Develop and implement a bespoke curriculum meeting statutory and individual needs, utilizing well-structured learning zones and continuous provision to foster engagement.
- Monitor and track pupil progress holistically, using formative assessment to capture small steps of growth and inform next steps.
- Promote engagement, wellbeing, and positive behaviour through structured, nurturing, and trauma-informed approaches.

EHCP's & ILP's

- Lead on EHCP implementation, statutory reviews, and annual reviews.
- Develop, monitor, and update ILPs in partnership with pupils, families, and multi-agency professionals.
- Ensure all documentation meets statutory and school requirements.

LEADERSHIP & MANAGEMENT

- Line-manage support staff, including deployment, coaching, and performance management to ensure a unified approach to student development.
- Work with senior leaders on the strategic development of SEND provision and internal alternative provisions.
- Work closely with SENCO, DSL, pastoral and leadership teams, and external agencies.
- Prepare pupils for successful reintegration into mainstream lessons where appropriate by scaffolding transitions effectively.

PROFESSIONAL DEVELOPMENT & COLLABORATION

- Participate in and contribute to CPD in SEND pedagogy, adaptive learning environments, leadership, and curriculum development.
- Maintain up-to-date knowledge of SEND legislation, best practice, and teaching approaches.
- Build effective, highly collaborative relationships with parents, carers, and multi-agency professionals.

SAFEGUARDING

- Ensure the safeguarding and welfare of pupils at all times.
- Adhere to all statutory and school policies, including health and safety and SEND Code of Practice.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Good Hons. Degree.	X	
Qualified Teacher Status.	X	
Relevant postgraduate studies.	X	
Postgraduate qualification in SEND, Special Education, or Leadership		X
Evidence of relevant CPD in SEND pedagogy, behaviour management, or alternative provision	X	
Training in SEMH, ASD, ADHD, or other specific SEND needs		v
Skills and experience		
Proven ability to manage and lead support staff / teaching assistants	X	
Excellent communicator – sensitive, compassionate and effective	X	
Knowledge of strategies to inspire and improve outcomes for students	X	
Outstanding organisational skills to ensure efficient and effective implementation of the role	X	
Knowledge of strategies to recognise and reward efforts and achievements and the ability to encourage students to become self-reliant and independent learners	X	
National Curriculum requirements at the appropriate key stage	X	
The monitoring, assessment, recording and reporting of pupils' progress	X	
The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection	X	
Effective Behaviour Management.	X	
Significant experience teaching pupils with SEND in mainstream, specialist, or alternative provision	X	
Experience implementing and monitoring EHCPs and ILPs	X	
Experience leading or coordinating internal alternative provision		X

Experience with multi-agency collaboration (health, social care, therapy teams)		X
Experience in curriculum development and adaptation for SEND learners		X
Strong understanding of the SEND Code of Practice and statutory requirements	X	
Excellent behaviour management strategies, including restorative approaches	X	
Ability to design, deliver, and adapt high-quality, inclusive curriculum	X	
Strong organisational, planning, and record-keeping skills	X	
Ability to monitor, evaluate, and report on pupil progress effectively	X	
Skills in digital learning tools for SEND pupils		X
Personal Attributes & Qualities		
Passionate about supporting vulnerable learners and promoting inclusion	X	
Excellent interpersonal and communication skills with pupils, parents, and professionals	X	
Resilient, adaptable, and solution-focused	X	
Ability to inspire, motivate, and engage pupils with diverse needs	X	
Experience mentoring or coaching colleagues		X
Creativity in curriculum design and enrichment activities		X
Commitment to safeguarding and promoting the welfare of all pupils	X	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **12pm on Monday 21st September 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on **Tuesday 29th September 2026**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification. The closing date is provided as a guideline, we reserve the right to close the application window earlier than advertised.

TAKING UP POST

The successful applicant will take up the post on **January 2027 or Sooner**



**GREENSHAW
LEARNING TRUST**



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk



Sandy Lane
Bracknell
RG12 2JG



01344 423896



secretary@sandylanebracknell.com



www.sandylanebracknell.com