



LUNESDALE
LEARNING
TRUST



QES

QESstudio

Application Pack

SENDCo

Role	SENDCo
Salary	L12-16 (commensurate with experience). Relocation package for the right candidate
Deadline	Monday 3 rd February 2025
Interviews	Week beginning Monday 10 th February 2025



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1 Introduction

Cathy O'Neill

Executive Headteacher

Thank you for your interest in this post. This is an exciting time to join us in a key leadership position.

This is a significant role and we are looking for the right person who can help shape the future of our Schools and develop the SEND provision.

People say our schools are special places and we believe this is seen in the warmth of relationships and the highest of expectations at all levels. We pride ourselves in being a truly comprehensive and inclusive community supporting all young people to achieve their potential; evidently taking the helm of our SEND provision is crucial to this.

We are seeking someone who is passionate about ensuring that all our pupils receive the highest quality education. We have a large Learning Support Department located both physically and metaphorically at the heart of our school and this is a rare opportunity to lead our SEND strategy and make a significant impact on the lives our children.

In return we can offer you an opportunity to join a community with ambition and drive; this is a highly stimulating place to be and it promises to be a busy, energising and fulfilling role.

We appreciate there is much in addition that you would want to know and encourage you to get more of a 'feel' for the life of our schools by visiting our websites: [QES](#) and [QESstudio](#).

If there is anything specific you wish to know at this stage please don't hesitate to get in touch. Equally, if you would like to pay us a visit and tour our schools prior to the deadline, do let us know.



It is fair to say we are on the cusp of a new era. We established a new Leadership Structure across our two schools this year and are seeking the right candidate to lead this pivotal area. We are looking for someone who will bring their leadership expertise and a sense of motivation and excitement towards planning and developing our SEND provision for the growing and changing needs of our pupils.

We are advertising this role as SENDCO and there is no doubt that whoever is appointed will work collaboratively with a committed Leadership Team in ensuring the best care and highest of standards are achieved.

We are looking for someone with a genuine commitment to a fully comprehensive provision and an indefatigable dedication to the welfare of young people. We are seeking a leader who is a compassionate professional, able to offer considered and well-informed training and support, liaise positively with parents and carers, uphold the highest of educational standards and keep the needs and wellbeing of young people as the focus of all they do.

We want someone who understands the vibrancy of our community and is willing to work hard in keeping it a special place, someone who has energy and tenacity and someone who will not only keep a sense of perspective but will also be good-humoured, warm and thoroughly decent along the way.

Cathy O’Neill, Executive Headteacher



“We share a celebration of diversity in all its forms, a parity of esteem for the technical, vocational, creative, practical and academic, a commitment to our locality, and, above all, a shared sense of the moral purpose of education.”

2 QES/QESS Learning Support

We are a co-located 'two school' MAT with shared staffing and facilities. QEstudio recruits mainly from QES in Year 10 and our Key Stage 3 is large – with 256 in every year group. We were heavily over-subscribed for Year 7 September 2024 and expect this to be the same in September 2025. Across our two schools we have 20.6% of pupils on the SEND register which is 310 pupils. We currently have 43 children with an EHCP.

Since 1591, 'Scholarship and Care' has been central to our offer, and a the 21st century iteration of this remains our mantra. Somewhat symbolically located at the heart of QES, our Heads of Year and Learning Support spaces are important places for so many of our youngsters. The Learning Support Department is located in well-equipped, purpose-built space with its own classrooms, IT resources and offices.

The Learning Support is comprised of 26 Learning Support Assistants with varying expertise along with a highly experienced Deputy SENDCO who knows both schools extremely well. The person appointed to this post would be very well supported by highly experienced leadership team colleagues with a clear understanding of the SEND Code of Practice and Safeguarding.

We have a mix of teaching Heads of Year and non-teaching pastoral support workers and superb support staff colleagues with key responsibilities. Our newly constructed Inclusion team support students who find school extremely challenging either through 1:1 support or in small groups utilising ELSA, Thrive and EBSA strategies/interventions.

Learning Support is a busy, supportive and good humoured, and whoever joins this team will lead a group of dedicated colleagues who always keep a child's well-being at the centre of their decision making.



3 Our Environment and facilities

We serve a large and beautiful area of South Lakeland, North Yorkshire and North Lancashire with pupils drawn from as far away as Sedbergh, Clapham, Lancaster, Silverdale and Kendal. Although rural we are only 6 miles from the M6 and twenty minutes from a main West Coast train station which promotes easy access and helps explain the outward-looking vibrancy of Kirkby Lonsdale.

Our site is on the edge of the picturesque market town of Kirkby Lonsdale. It is a particularly attractive, campus style site and the characterful buildings show evidence of additional phases from the 1840s to the present day. Since 1996 the School has completed a number of successive high-quality building projects resulting in a campus style site which is attractive, colourful, bright and civilised. Landscaping projects have given form, shape and coherence to the site adding avenues, courtyards, gardens and an amphitheatre.

In 2017 the Design Technology Building and the Lunesdale Sports Centre were completed; a considerable development of the ‘Main School’ was finalised the following year, including a refurbished library, staff room, Learning Support and Pastoral Support areas. Not only that, in September 2019 the QESstudio building opened on our site, creating even more extensive facilities.



4 Our Values

We believe in a Values-led Education:

- Respecting traditions & the past
- Working hard and doing your best
- Being decent to people
- Being friendly, polite and courteous
- Looking out for other people
- Getting involved
- Respecting the environment
- Thinking of others less fortunate
- Encouraging global citizenship
- Understanding life is about more than money or material things.

Our aim is to develop young people who are independently minded, critical thinkers who will leave us with the ability to use their skills, intellect and compassion in making decisions in the wider world.

Whether it is speaking to parents on an Open Evening, helping a young person make decisions about their future or appointing staff, we use the language of these Values every day.

Along with our original mandate to provide 'Scholarship and Care', they are the basis for our educational philosophy; they allow us to speak about the profound and life changing effect that education can have, and subscribing to them enables us to share a common language and purpose.



5 Lunesdale Learning Trust

In September 2017 QES developed as the Lunesdale Learning Trust to incorporate a new Free School, the QESstudio. Co-located since 2017, providing high quality professional, technical and vocational learning to over 300 14-18 year-olds. This is an innovative and exciting aspect of our provision in Key Stage 4 and 5 and is proving to be extremely popular with pupils and parents.

Currently a Trust of these two schools alone, we have a mix of established and recently arrived staff. Teachers enjoy very positive relationships with pupils and are committed to providing not only excellent teaching but also a full range of extracurricular activities. Our Support staff are excellent – talented and highly committed.

The Trustees of the MAT and the Governors of QES and QESstudio are a highly professional body, employing staff directly. Over the years we have developed a self-managing, confident and independent culture while preserving strong links with neighbouring schools as members of the South Lakes Federation.



6 The Post

The successful candidate would join a supportive, collaborative and committed community.

Everyone has key areas of responsibility across the schools but we have a collective responsibility for 'Scholarship and Care', maintaining our strong ethos of shared Values and high standards in all areas. We focus on every aspect of our community, engaging with events and activities and keeping our schools vibrant and energised places with warm relationships at their heart.

Specific duties of our SENDCo will be to:

lead the strategy for SEND, and review and develop our schools' provision for children on the SEND register

ensure that our schools' practice is compliant with the SEND Code of Practice (2014) and other relevant statutory requirements

work with the Leadership team ensuring an ethos of Inclusion and a culture of high aspirations for students with SEND

ensure the implementation of the SEND Policy

be responsible for the accurate identification of SEND need, ensuring a rigorous and thorough assessment process

be responsible for the embedding of Quality First Teaching

be responsible for the SEND Offer, ensuring high quality targeted interventions enabling students with SEND to make better progress

provide a programme of professional development with regard to SEND, that ensures all staff have the knowledge, skills and understanding to plan teaching and learning effectively and enable students with SEND to make expected progress

be responsible for tracking the progress of students with SEND, using a wide range of data relating to progress, attainment, referrals, exclusions, detentions and attendance to identify barriers to learning

engage with multiple external agencies across the three counties which we serve

deploy staff and resources according to the needs of SEND students

write a termly report to the Governing body on progress and development

Whoever is appointed will need to be flexible and recognise the diverse nature of whole school leadership, identifying priorities in any given day or week and working collaboratively to provide the best possible quality education for pupils.

7 The Person

This summarises the main characteristics.

We expect to appoint someone who has:

- QTS (or equivalent) and a good undergraduate degree
- Evidence of Continuing Professional Development relevant to the SENCO role
- Hold the national award for SEN Co-ordination, or the equivalent. Alternatively you could be working towards this or about to start.
- Knowledge and understanding of national priorities, current curriculum development and an ability to design and implement an innovate curriculum and bespoke interventions based on students' needs
- SEND experience in a secondary school
- A clear understanding of access arrangements
- Ability to engage with data and act on it in a timely manner
- Experience of leading others and an ability to lead a large team
- Evidence of successful teaching experience
- Evidence of pastoral experience
- Experience of working with key stakeholders such as parents and carers, external agencies, staff and governors
- Compelling personal qualities, an ability to form positive relationships with people and the ability to enthuse and inspire both students and staff
- An understanding of pastoral and behaviour systems and research led practice
- Impeccable administrative abilities and a highly efficient demeanour
- An ability to communicate effectively
- The ability to work hard under pressure
- A sense of humour and sense of proportion
- The confidence to make difficult decisions and an ability to reflect on them and re-consider situations with empathy, humility and warmth



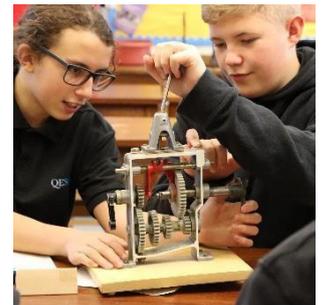
8 Further Information

If you require further information, a tour or wish to discuss any issues, please do feel free to get in touch with our HR Manager, Rachel Webster.

- 015242 71275
- recruitment@qes.org.uk

The Lunesdale Learning Trust is committed to safeguarding and promoting the welfare and safety of children and expect all staff to share this commitment.

All successful candidates will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS), other statutory required clearance and reference checks with previous employers.



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