

SUCCESS FOR ALL
EDUCATIONAL TRUST



Redden Court School
Committed to Success for All

OUTSTANDING IN ALL AREAS



RECRUITMENT PACK

Dear Colleague,

Post: Second in SEND Faculty (Secondary)

Thank you for your interest in this post. To help you decide if the job would suit you please read through this recruitment pack, which we hope will give you a flavour of what the school is about and of what we expect from the successful candidate.

Redden Court School is a high achieving, successful, well-ordered and caring mixed comprehensive school for students aged eleven to sixteen which was recognised as being an Outstanding School in 2022. We are very proud of our school, our students and the Harold Wood community in which we serve.

Our vision is focused on 'Commitment to Success for All' with aspiration for all members of our community. Redden Court is the founding member of the Success for All Educational Trust.

If you would like to become a member of our thriving and successful community, please apply via 'Mynewterm' which can be accessed [here](#) by the deadline of Wednesday, 1st July 2026 at 12pm. Interviews will take place on Wednesday, 8th July 2026. We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

If you wish to have an informal discussion about the post before applying please feel free to contact our SEN Faculty on 01708 342293 or by emailing jtyldesley@reddencourtcloud.co.uk. Our last Ofsted report can be found [here](#)

I look forward to receiving your application.



Yours sincerely,



Mr A Henry
Headteacher

General Information

The Redden Court School motto "**Committed to Success for All**" embodies what our school believes in and represents our common goal. We aim to incorporate this vision into everyday school life and ensure that all students have the best opportunities made available to them. Success can and will be found in different goals for a vibrant and varied student body and we value all of our students as individuals with unique talents and interests. We support our students to always be the best that they can be.

Notable Achievements

- In May 2026, Redden Court School had been shortlisted for the Teacher Development Initiative of the Year TES Award and are awaiting the outcome.
- In 2025, Redden Court School was the winner of the Safeguarding Initiative Award with SACPA
- In 2022, Redden Court School was recognised as being an Outstanding School with the additional accolade of being Outstanding in all areas
- In 2021, Ofsted recognised there was enough evidence of improved performance to suggest that the school could be judged outstanding if the inspectors were to carry out a section 5 inspection now. The school's next inspection will be a section 5 inspection
- In 2021 we were awarded the Wellbeing Award for Schools
- In 2020 we were awarded the SSAT award for exceptional outcomes for our SEND Students
- We have recently been re-accredited as a Thinking School by the CEDU at the University of Exeter
- In 2019 we were awarded the 'Quality in Careers' standard for our work in this area

Building and Resources

The school is situated in Greater London, Romford, close to the M25, A12 and A127 and just 10 minutes walk from Harold Wood Railway Station. The school has on site parking for staff and visitors.

The school was built in 1931. Over the years we have expanded the site to accommodate our growing number of students, including two brand new buildings. We have new state of the art facilities in Science, technology and PE. Furthermore, there has been lots of renovation to the existing buildings which makes the school a pleasant learning environment for students and those to come. Our students enjoy well presented classrooms, clean and well kept facilities as well as pleasant dining and social time areas.

SLT

- Mr A Henry, Headteacher
- Mr S Carrington, Deputy Head (Quality of Education)
- Mr K Ward, Deputy Head (Behaviour, Attitudes and Safeguarding)
- Miss T Greaves, Assistant Head (Curriculum, CPD and Teacher Training)
- Ms J Tyldesley, Assistant Head (Inclusion and SENCo)

- Mr T Hughes, Assistant Head (Student Achievement)
- Mr D Pendred, Assistant Head (Technology and Communication)
- Mr M Hoque, Assistant Head (Personal Development and Enrichment)
- Mrs C Jacques, Assistant Head (Teaching and Learning)
- Miss C Morris, Director of Administration

Staff

We have 72 teachers, who are supported by 60 professional and competent Learning Support Assistant and support staff. We work as a unified team to support and enhance the learning experiences of our students.

Wellbeing

Redden Court values its staff's well being. We endeavour to offer a holistic approach to ensure all our stakeholders are supported in their emotional, physical and mental health.

We offer the following staff benefits:

- Child places at Redden Court School are available for staff who are employed at the school (subject to conditions).
- Career Development (apprenticeships, support towards achieving further qualifications, leadership programmes, progression opportunities, teacher training, shadow opportunities and a vast CPD programme of relevant courses)
- Pension
- Two week October half term
- Access to the Employee Assistance Programme (24/7 wellbeing and counselling service, legal, financial and medical information, virtual GP and Advanced Nurse Practitioner service, online physiotherapy service, cancer awareness and nurse support)
- All teaching staff are allocated a Chromebook
- Multi Gym available for staff use
- Staff supervision sessions with a trained professional
- Cycle-to-work scheme
- A regular staff survey consults staff and takes actions based on the results.

Edtech

Redden Court School has been recognised as a specialist of computing technology for over a decade, and has always invested in modern technology to enhance the curriculum.

The Department for Education selected Redden Court School in 2020 as one of its Edtech Demonstrator schools to support 100s of other schools in the country with their use of technology in education. This was initially to help schools to respond to the pandemic but the project has continued to expand. In 2017 Google selected us to become one of the only Google Reference Schools in the UK as a result of our success over the years, giving us early, exclusive access to upcoming tools and the opportunity to attend and showcase at events. We have also gained international recognition welcoming many visitors from abroad to support them with their own development.

Google Workspace for Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device. In 2012, we adopted this free web-based communication and collaboration suite available to education establishments. With products including Gmail, Google Classroom, Calendar, Drive, Docs, Meet, Slides and Sites, we recognise the influence that these tools have on classroom and distance learning, our collaboration inside and outside of school, improvements in administrative efficiency and providing remote access for all. This enables all our students and staff to have access to the most up-to-date technology.

We have also rolled out a 1:1 Chromebook scheme with our students, with many of them buying the device through us, as an affordable browser-based device that provides quick, simple access to our online platforms. We also provide teaching staff with a Chromebook to support our edtech focus. Staff are offered a wide range of CPD to develop their skills in this area.

Recent Results

Results 2024	Redden Court School
Progress 8	+0.33
Attainment 8	51.1
9-5% English & Maths (strong)	53%
9-4% English & Maths (standard)	75%
Ebacc % entered	78%
Ebacc APS	4.83

Pastoral Care

We currently have 1066 students at Redden Court School. The pastoral team is particularly well staffed and this allows us to form a wide and comprehensive net of care around our student body.

The team is made of:

- Deputy Head - Pastoral Care
- Pastoral Director
- 5 non-teaching Heads of Year
- Home School Support Worker
- Education Welfare Officer
- 2 Learning Mentors
- 3 Student Service Officers
- Pastoral Support Officer
- Pastoral Administration

We also buy in counselling and mentoring services which, taken as a whole, provides a support base to our students which is second to none.

SEND

We are proud of our reputation for achieving exceptional outcomes for our children with special educational needs and disabilities. We support our students with SEND

in mainstream with a combination of in-class support systems and withdrawn interventions. Children who need a higher level of support are educated in our Nurture Group and move on to study GCSEs on the Blue Pathway where they benefit from small classes and a high ratio of adults to children.

Redden Court also supports some children with EHCPs using our Additional Resourced Provision (ARP) funding. We are pleased to be able to offer bespoke packages of support for our children with the most complex needs.

Our dedicated SEND team consists of 6 SEND Teachers and 22 Learning Support Assistant (LSAs) managed by our deputy SENCO. Leaders on the SEND team are highly invested in developing staff. Many former LSAs have found their experience on the SEND team to be a vital step as they move towards new careers in teaching, mentoring, counselling or other pastoral work with children. At Redden Court, we have a strong tradition of encouraging our staff to develop their careers.

CPD and Training

We invest heavily in our own staff training and development at all levels, from Initial Teacher Training, Associate and support Staff, through to Senior Leadership level. We run an in-house comprehensive programme each year which includes whole school CPD, faculty training, ECT and RQT professional studies, ASPIRE Teaching and Learning workshops and additional voluntary training sessions. We also offer a wide range of opportunities for staff to gain leadership experience such as termly or yearly secondments onto the pastoral team or senior leadership team. In addition we subscribe to the National College and actively encourage staff to take responsibility for their own professional development by completing courses and certificates online.

Values and Ethos

At Redden Court School our staff values are closely aligned to our student values, ASPIRE. Every individual is valued for what they contribute to our community.

- ★ **Ambitious** - To be passionate in our desire and determination to achieve success and exceed our potential.
- ★ **Supportive** - To provide encouragement, physical and emotional support to others where it is needed.
- ★ **Professional** - To recognise ourselves as role models and demonstrate positive examples to students and each other at all times.
- ★ **Innovative** - To be creative and open to change and new ideas.
- ★ **Respectful** - To treat others with dignity and respect; to celebrate and welcome diversity.
- ★ **Equality** - To promote and ensure that every individual has an equal opportunity to make the most of their lives and talents.

Collectively these values help to raise standards, develop positive behaviours and develop individuals. We recognise that through these values our staff work towards a common goal that supports the vision for our school.

Advert

Part Time Permanent (FTE 0.8) 4 days per week Second in SEND Faculty (Secondary)

Start Date: January 2027 (or sooner if possible)

Mainscale/ Upper Scale Outer London plus TLR2b £5,171 (@ 0.8FTE) (subject to pay award)

"Pupils are proud to attend this school. They say it is friendly, warm and safe. Pupils have respectful relationships with teachers."

"Teachers are enthusiastic subject experts. They check pupils' understanding often. Pupils' work and attitudes to learning reflect teachers' high expectations."

Pupils flourish here. They work hard in class and take their education seriously"

"The provision for pupils' wider development is exceptionally well thought through"

"Leaders have high expectations of all pupils' achievement"

"The behaviour of pupils is exemplary. Pupils are motivated by rewards for showing their positive attitudes, such as trying hard in class or being helpful around the school. They are polite and respectful and readily celebrate their peers' successes"

Ofsted

Would you like to move your career forward in a friendly environment with eager students and support from an experienced leadership team, in one of the best mixed comprehensive schools for 11-16 in our Local Authority. We are oversubscribed, serve Harold Wood well and we are only twenty minutes from the heart of London.

Our school mantra is "Committed to Success for All." That includes our staff and we want the very best for our students. OFSTED said we "have created an inclusive community where pupils and staff relate well to each other. The school is focused on working with families to raise aspirations for pupils."

The Second in SEND Faculty will play a key role in the day to day running of this large and varied SEND Faculty.

If you have a positive approach, you are resilient and can enhance our team to support our young adults in overcoming barriers to their learning in order for them to achieve their full potential, we would like to talk to you. This is an exciting opportunity to be part of a forward thinking school. This position would be suitable for someone with recent experience with working with young people or has a passion for supporting young people with Special Educational Needs. The ability to speak a second language, or to use sign language would be advantageous.

The successful candidate will be committed to our vision, our values and ethos, and have the interpersonal skills and ability to work with staff and students to achieve all they can. If you would like to speak to the Head of Inclusion, Mrs J Tyldesley, please feel free to telephone the school.

Why Work With Us?

As an employer, we are committed to promoting career development and recognise hard work and effort. As an equal opportunities employer we offer from day one of your employment parental leave, compassionate leave and carers leave at or above the statutory levels. We are committed to wellbeing and flexible working requests which can be submitted from day one.

As an employee, you will be covered by our excellent well-being support and medical cover programmes provided through the [Spark](#) and [Medicash](#) organisations. This includes access 24 hours a day to a GP helpline, physiotherapy, optical support, dental treatment, and access to a counselling service.

Child places at Redden Court School are available for staff who are employed at the school (please ask for more details).

Redden Court School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced Disclosure and Barring Service (DBS) check (with children's barred list check)

Redden Court School is an equal opportunities employer including blind recruitment.

"We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, disability, religion or belief, age or sex and sexual orientation."

Further details can be downloaded from our website www.sfaet.co.uk.

If you are looking to advance your career in a supportive and dynamic setting and are committed to providing the very best experience for our staff and students, we would love to meet you.

The Trust's January 2026 Staff Survey results confirm it is a great, safe, and supportive place to work. Staff are significantly more likely to recommend the Trust as a good employer compared to the national benchmark. This positive sentiment is consistent throughout, with general job satisfaction and communication outcomes also being substantially higher than the national benchmark.

The Trust is a Disability Confident Committed employer and we welcome applications from the whole community. All applications for flexible working will be accommodated if operationally feasible.

The deadline of Wednesday, 1st July 2026 at 12pm. Interviews will take place on Wednesday, 8th July 2026.

We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

The use of AI is strictly forbidden to assist in any way with the interview/application process.

Job Profile

Job title:	Second in SEND Faculty
Salary:	MPS / UPS + TLR 2b
Responsible to:	Assistant Headteacher for Inclusion / SENCo
Liaises with:	Identified Specialist Provision Teachers and Support Staff

Main Purpose of the Job

As a highly inclusive secondary school and the setting of choice for families of children with additional needs, we educate approximately 80 pupils with EHCPs across our mainstream provision alongside 50 children with complex learning, communication, and neurodivergent needs within our Specialist Inclusion Base. Operating under the direction of, and working strategically alongside the Assistant Headteacher for inclusion, the Second in SEND holds a pivotal leadership position designed to bridge whole-school inclusion strategy with specialised day-to-day practice. This role is central to driving high standards of teaching, attainment, and pastoral care, ensuring that our vulnerable learners thrive socially, emotionally, and academically within a culture of high expectations and deep care.

Beyond the core responsibilities of an exceptional classroom teacher, the successful candidate will lead, manage, and continuously develop the highly adapted curriculum and specialist provision within our dedicated suite of classrooms. You will, jointly with the Assistant Headteacher for inclusion, line-manage and inspire a skilled team of seven specialist SEND teachers and a highly committed cohort of Learning Support Assistants, fostering a collaborative and expert working environment. Acting as a champion for exceptional inclusive practice, you will also play a key role in supporting, coaching, and upskilling mainstream faculty staff, ensuring that quality-first teaching and adaptive teaching are embedded across the entire school community.

Main Duties and Responsibilities

1. Specialist Provision Leadership & Curriculum (in partnership with the Assistant Headteacher for Inclusion)

- **Provision & Curriculum Design:** Lead the effective development of the Specialist Inclusion Base curriculum in alignment with the strategic vision of the Assistant Headteacher for Inclusion, ensuring schemes of work are up-to-date, challenging, and appropriately adapted to meet individual learner needs.
- **Tracking & Evaluation:** Work with the Assistant Headteacher for Inclusion to monitor and track the progress, standards of attainment, and learning

outcomes of students within the Specialist Inclusion Base to ensure they reach their full potential.

- **Teaching & Learning Support:** Model exceptional and transformative classroom practice. Support subject teachers across the school in implementing strategies from Pupil Passports for Specialist Provision students.

2. Staff Management & Professional Development (as Second in Faculty, under the strategic leadership of the Assistant Headteacher for Inclusion)

- **Line Management:** Acting as Second in Faculty, line manage and performance manage identified staff within the Specialist Inclusion Base, guiding them through the appraisal process in line with the strategic objectives set by the Assistant Headteacher for Inclusion.
- **Training & Coaching:** Identify training needs, source and deliver specialist CPD to support colleagues within the Specialist Inclusion Base, ensuring development aligns with faculty and whole-school inclusion strategies.
- **Culture:** Promote a culture of shared practice, challenging and supporting teaching staff to deliver consistently high-quality, well-planned lessons.

3. Pastoral, Behaviour & Safeguarding

- **Safeguarding:** Actively promote and safeguard the welfare of all children within the school environment.
- **Pastoral Systems:** Develop, embed, and implement tailored behavior and pastoral policies for the Specialist Inclusion Base that align with whole-school systems.
- **Parental Liaison:** Respond empathetically, constructively, and in a timely manner to the concerns of parents and carers.

4. Operational & Resource Management

- **Statutory Compliance:** Take responsibility for statutory meetings, paperwork, and health and safety guidelines (especially regarding specialist equipment) as directed by the SENDCo.
- **Resource Management:** Ensure that all physical resources in the subject area are looked after properly and that school procedures are followed correctly.
- **Enrichment & Trust Collaboration:** Maintain a program of extra-curricular activities and collaborate to share best practices across the Trust.
- **Whole-School Contribution:** Participate productively in Middle Leader Team meetings and deliver whole-school SEND training as required.

Person Specification

Qualifications and Experience	Essential	Desirable	Assessed by
Qualified Teacher Status (QTS).	X		Application
Evidence of continuous professional development.	X		Application
National Award for SEND Coordination (NASENCO) or relevant specialist/pastoral qualifications.		X	Application
Exceptional and transformative classroom practitioner with a proven track record of student progress.	X		Application & Interview
Experience adapting curriculum content and lessons for high-needs or vulnerable learners.	X		Application & Interview
Experience working collaboratively with parents, internal teams, and external agencies.	X		Application & Interview
Experience line-managing or performance-managing staff (teachers or TAs).		X	Application & Interview
Knowledge and Skills	Essential	Desirable	Assessed by
Excellent subject knowledge and understanding of what constitutes great teaching.	X		Interview
Ability to analyse student data to plan targeted improvements and interventions.	X		Interview
Strong organisation, prioritisation, and time-management skills.	X		Interview
Clear understanding of safeguarding protocols and safe working practices.	X		Application & Interview
Experience designing or updating structured schemes of work.		X	Application & Interview

Personal Attributes	Essential	Desirable	Assessed by
Passion for teaching and learning with a deep belief in student potential.	X		Interview
Decisive, solution-focused, and resilient under pressure.	X		Interview
High-level communication and interpersonal skills across diverse audiences.	X		Interview
Flexible approach, committed to accountability and school policies.	X		Interview
Commitment to promoting tolerance, respect, and equal opportunities regardless of background.	X		Interview