

Information for Applicants

Assistant SENDCo: Teacher

Full Time
Permanent
MPS/UPS TLR 2A
September 2025

Sherburn High School
Garden Lane
Sherburn In Elmet
Leeds, LS25 6AS

Tel: 01977 682442
Email: admin@shs.starmat.uk

Headteacher: Ms Miriam Oakley

Dear Applicant,



Thank you for your interest in the post of: **Assistant SENDCo**

I am delighted that you are interested in joining “Team Sherburn” as a member of our Teaching Team and Inclusion Team. Teaching is at the heart of what we do and it is essential that all applicants share our passion for teaching and learning. For us, school improvement takes place through every interaction and the very best place to implement and embed positive change is in the classroom.

We strive to be open, honest and up for the challenge! We don’t claim to know all the answers or to always get it right, but we do claim to try our very best to support and care about every single young person in our school as summed up by our school motto “Achievement for All.”

With under 1000 students, we believe that Sherburn High is an 11-18 school, which is big enough to deliver, but small enough to care. We are extremely proud of the open and welcoming nature of the school from both the staff and students; the sheer variety of activities offered both within the curriculum and after school hours. We are proud of our student outcomes, our strong reputation for looking after our students and where high standards of conduct are non-negotiable. We believe that it is a combination of these factors that means that our student numbers are growing and we consistently oversubscribed.

We are fortunate to have an established and cohesive team of outstanding practitioners within a successful and vibrant school. At Sherburn we do not limit our definition of achievement simply to academic pursuits. We believe in developing well-rounded individuals and, as such, we make a significant investment in sports and the arts.

The platform we have for continual improvement is secure. The students here are fantastic to work with and they come to school eager to learn. The staff is professional, supportive, and collaborative; there is a positive, aspirational atmosphere and an impressive level of commitment from everyone to continue moving the school forward.

We have excellent relationships with a wide number of schools and academies through our partnership work and of course membership of the STAR Multi-Academy Trust (from September 2025 we will be joining with CYMAT and will become the Yorkshire Learning Trust, an exciting venture which we are proud to be part of). We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

If you would like to know more about the school and its activities, please look at our website www.sherburnhigh.co.uk. and get in touch.

A handwritten signature in black ink that reads 'M - Oakley'.

Miriam Oakley
Headteacher

THE SELECTION PROCESS

If you wish to apply for the post of Assistant SENDCo, then you should:

- Fully complete the application form on My New Term, ensuring all details are accurate and all declarations are signed. Please ensure you include details of **two** professional referees with one being your current employer (with email addresses). If you are currently working in a school please ensure one of your referees is your current Headteacher. **Do not enclose additional CVs.**
- In your application please address how your experience to date best fits you to the requirements of the following sections of the person specification:
 - Experience
 - Skills and Knowledge
 - Personal Qualities

The short-listing process will, in part, assess your ability to communicate effectively and accurately in the written word.

Your audience for your written work will be school staff and governors.



Achievement for all

Timeline for the Selection Process

Closing time/date for applications	Wednesday 30th April 2025 9am
Shortlisting	Thursday 1st May 2025
Invitation to interview by telephone/ Confirmation by email	Thursday 1st May 2025
Interview day	Tuesday 6th May 2025

Appendices

1	The School Vision and Values Statement
2	Job Description and Person Specification for the role of Assistant SENDCo
3	SEND Team Information
4	Whole School Information
5	Local Area Information

Appendix 1: The School Visions and Values Statement

Sherburn High School Aims & Vision

We want members of our community to be:

- Skilled for the future
- Lifelong learners
- Emotionally resilient
- Confident
- Aspirational
- Open-minded
- Kind to themselves, others and their environment

All STAR MAT partner schools offer their students the following opportunities to develop:

Themselves to become:	Their ability to interact with others and contribute positively to society to become:	The knowledge and skills which will equip them for life, with an entitlement to:
<ul style="list-style-type: none"> • Physically and mentally healthy • Informed risk takers, problem solvers and critical thinkers • Articulate communicators • Reflective, resilient and able to self-regulate 	<ul style="list-style-type: none"> • Tolerant and respectful of others: different people, places and cultures • Responsible, aware and engaged citizens: locally, nationally and globally • Able to develop appropriate and successful relationships 	<ul style="list-style-type: none"> • Develop mathematical fluency and essential literacy skills • Be taught a broad, rich and age appropriate programme of study in every subject • Stimulating and exciting learning experiences both within and beyond the 'classroom' • Opportunities to take part in sport, performance and other creative activities • Careers education and guidance

Appendix 2a: Job Description

JOB TITLE: Assistant SENDCo

GRADE: MPS/UPS Plus TLR 2A

RESPONSIBLE TO: SENDCo

RESPONSIBLE FOR: Alongside the SENDCO the Assistant SENDCo is responsible for supporting the leadership and development of SEND provision, promoting high-quality adaptive teaching, and ensuring effective interventions based on data analysis. They will collaborate with staff, students, families, and external agencies, coordinate EHCP and SEND K reviews, and contribute to quality assurance. Additionally, they will deliver staff training, raise SEND awareness across the school community, and drive inclusion. Committed to professional growth, they will work towards the NASENCo Award or NPQSENDCo to enhance their impact.

JOB PURPOSE: The Assistant SENDCo will support the leadership and development of SEND provision, ensuring high-quality, adaptive teaching across the school. They will work collaboratively with staff, students, families, and external agencies to implement effective strategies, manage interventions, and contribute to quality assurance. Key responsibilities include coordinating EHCP and SEND K reviews, delivering staff training, and promoting a whole-school approach to SEND. Committed to continuous professional development, they will work towards the NASENCo Award or NPQSENDCo to enhance their impact.

ACCOUNTABILITIES / MAIN RESPONSIBILITIES	
General Responsibilities	<ul style="list-style-type: none"> • Lead, manage and review the SEND provision, working across all departments to raise the teaching and learning experiences for SEND students. • Model and embed the high-quality adaptive teaching and learning experiences for our SEND students. • Provide strategies and advice to support all staff to implement highly effective adaptive teaching. • Contribute and be part of the quality assurance measures for SEND to ensure that the whole- school approach to SEND is effective and impactful. • Plan high quality professional development that promotes a whole school approach to SEND. • Contribute to raising the profile of SEND across our community. • Build positive relationships with students and families. • Drive high quality annual reviews for EHCP students and also SEND K reviews as directed by the SENDCo. • Actively work with outside agencies and professionals and complete necessary referrals to support students to access the right support at the right time. • Work collaboratively across the Trust by attending SEND Networks and other continuous professional development. • Manage intervention by analysing data and implementing appropriate support based on academic attainment and progress.

ACCOUNTABILITIES / MAIN RESPONSIBILITIES

	<ul style="list-style-type: none">• With the SENDCo, have a commitment to developing processes for all staff that encourage efficiency and collaboration and promote wellbeing of staff, whilst maintaining the necessary excellence.• Be committed to develop professionally and go on to complete the NASENCo Award or NPQSEnDCo.
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Sharing information	<ul style="list-style-type: none">• Share information confidentially about young people with teachers and other professionals as required.• Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality.
Safeguarding and Promoting the Welfare of Children/Young People	<ul style="list-style-type: none">• Understand that different confidentiality procedures may apply in different contexts.• Be responsible for promoting and safeguarding the welfare of young people in line with policy and legislation, raising concerns as appropriate.
Administration/ Other	<ul style="list-style-type: none">• Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate.• Make an active contribution to the policies and aspirations of the school• To fulfil all of the requirements and duties set out in the current School Teachers Pay and Conditions document relation to the conditions of employment of teachers.• To embrace any performance criteria or targets arising from the School's Teacher Appraisal arrangements• To undertake additional duties which may be reasonably assigned from time to time by the Headteacher or other Senior Leader.
Health & Safety	<ul style="list-style-type: none">• Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.• Work with colleagues and others to maintain health, safety and welfare within the working environment
Data Protection	<ul style="list-style-type: none">• To comply with the STAR MAT's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.
Equalities	<ul style="list-style-type: none">• Develop own and team members' understanding of equality issues.• Promote inclusion and acceptance of all young people and staff.• Within their own area of responsibility, work in accordance with the aims of the Equality policy, treating people with respect for their diversity, culture and values.
Customer Service	<ul style="list-style-type: none">• The STAR MAT requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment• The STAR MAT requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Whilst this job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and ethos.

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

SIGNED POST HOLDER

NAME & DATE

SIGNED LINE MANAGER

NAME & DATE

Revised March 2025

Appendix 2b: Person Specifications

Job Title: Assistant SENDCo

Essential on appointment	Desirable on appointment
Qualifications and Training	
<ul style="list-style-type: none"> A good honours degree QTS 	<ul style="list-style-type: none"> Recent professional development relevant to your responsibilities in this role such e.g. NASENCo Award or NPQSENDCo. Level 7 CET Access Arrangements Assessor
Experience	
<ul style="list-style-type: none"> Up to date knowledge of the inclusion agenda and the SEND Code of Practice and the Children and Families Act. Experience of leading a project/ area/ or whole school area of responsibility which impacted positively on student progress. Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance. An awareness of early identification of SEND needs and the APDR process. Ability to exercise firm but fair discipline and develop positive relationships with students, parents, staff and school leaders. 	<ul style="list-style-type: none"> Experience of working with external agencies
Skills and Abilities	
<ul style="list-style-type: none"> Well-developed ICT skills and knowledge and experience of how technologies can be used to transform learning and raise achievement. Ability to inspire young people by providing, through the curriculum, a relevance and context to the wider world/ innovative and engaging learning experiences which challenge and motivate students. Proven ability to identify and implement strategies to raise standards of teaching and learning and student outcomes through line management. Ability to lead and manage own work effectively and take responsibility for own professional development. Ability to enhance performance by motivating and developing staff. Skilled in budget management and deployment of resources. A student-centred professional. 	

Personal Qualities	
<ul style="list-style-type: none"> • Have a genuine inner belief that all SEND students can thrive and excel and inspire others to do the same. • Have the highest expectations of all students. • Successful working relationships with colleagues/other stakeholders. • Innovative and able to contribute new ideas and help establish them. • Have energy and flexibility and not be afraid of hard work. • Maintain a positive attitude and keep calm under pressure. • A high degree of personal and professional integrity, confidence and loyalty. • Emotional and social resilience and intelligence in the face of challenge. • Enthusiasm for and commitment to the achievement of the vision for success at all levels. • Ability to contribute to the wider life of school 	
Other Requirements	
<ul style="list-style-type: none"> • Enhanced DBS Clearance • Through their role and work to positively promote the distinctive Christian ethos and practice of the school • To be committed to Continuing Professional Development • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Ability to use authority and maintain discipline • An empathy for equality & diversity • The ability to converse at ease with stakeholders and provide advice in accurate spoken English is essential for the post 	
Equal Opportunities	
<ul style="list-style-type: none"> • To assist in ensuring the STAR MAT Equalities policy is considered within the school's working practices in terms of both employment and service delivery. 	

Appendix 3: Inclusion and SEND at Sherburn High School

At Sherburn High School, we are committed to fostering an inclusive learning environment where every student can thrive. Our approach to Special Educational Needs and Disabilities (SEND) is rooted in high expectations, personalised support, and a strong focus on adaptive teaching to ensure all students have access to a high-quality education.

Our SEND provision is designed to meet the diverse needs of our students, with a focus on removing barriers to learning and enabling every individual to reach their full potential. We achieve this through targeted support, effective interventions, and a whole-school commitment to inclusive practice. Our SENDCo and Assistant SENDCo work closely with teachers, support staff, students, and families, ensuring that every child's needs are met through collaborative planning and evidence-based strategies.

We provide:

- Adaptive teaching strategies embedded across all lessons to support individual learning needs.
- A dedicated SEND team, including Learning Support Assistants, who provide in-class support and bespoke interventions.
- Comprehensive support for students with EHCPs and SEND K plans, including regular reviews and personalised learning approaches.
- Access to specialist interventions and external support agencies to provide additional guidance where needed.
- A focus on staff training and development, ensuring that all teachers and support staff are equipped with the skills to deliver high-quality education for SEND students.
- A strong emphasis on student and parent collaboration, fostering positive relationships to ensure students feel supported both academically and emotionally.

At Sherburn High, inclusion is at the heart of everything we do. We strive to create a learning environment where every student feels valued, supported, and empowered to succeed. If you are passionate about SEND and inclusive education, we look forward to welcoming you to our team.

Appendix 4: Whole School Information



Teaching and Learning

Here at Sherburn High School we aim to ensure that our classrooms are places where thinking, questioning, predicting, contradicting and doubting is actively encouraged. We believe in quality first teaching where subject experts guide students through their learning. We reinforce literacy in every lesson and we are passionate about providing regular feedback that will help students understand how to improve their work. We are a thriving group of teachers who are passionate about remaining at the cutting edge of new ideas and we recognise that regular training is key to success.

Assessment, recording and reporting

Whilst at Sherburn High School, students receive at least three regular data rich reports per year to show how they are progressing in all their subject areas. Students are set aspirational targets that provide challenge and set high expectations. Reports are communicated to parents and students on a termly basis. This allows staff to plan effective intervention and support and ensures students remain focussed and on course to achieve their potential.

Care, Support and Guidance

In order to care, guide and support students we promote good behaviour for learning and have consistently implemented sanctions. We ensure that all students have a range of adults / peers within and beyond school to support them. Our tutoring system provides opportunities for high quality teaching of our Personal Development curriculum and an opportunity to build our House system.

Parents are ensured continuity of care, with Heads of Year moving up the school with their year group. The pastoral system also promotes student leadership with increased roles and responsibilities for students. The tutorial system develops relationships with the community via a structured system of links, competition and rewards to promote a sense of identity for all students within and outside of school. The work of our student leaders is also fundamental, with a strategic plan for consultation on key issues and subsequent feedback.

Curriculum

Our curriculum provides planned and structured progression for students from joining us in Year 7 through to when they move onto higher or further education, or the world of apprenticeships and employment at 16 or 18.

We have balanced subject content at Key Stage 3, providing a broad base of skills and knowledge that meets the requirements of the National Curriculum. Groupings enable students to work at a pace best suited to their individual rate of progress and provide appropriate pace and challenge as students progress through school. There is a strong emphasis and time allocation towards English and Maths ensuring students have the skills to complement other areas of the curriculum and build the foundations for lifelong learning.

In Year 9 students begin their GCSE studies, following a three year route, which provides challenge and depth of study. All students follow Mathematics, English Language and Literature and Science. Students opt for four further subjects from a broad pool of subjects, including the Creative subjects. At both KS3 and KS4, we ensure that there are progressive programmes of study for personal, religious, enterprise and health education along with citizenship and career planning. All students follow a comprehensive PE programme combining both the traditional sports with the opportunity to experience some of the less familiar sports.

Provision for students with Special Educational Needs

All students are taught in mainstream classes and are supported by teaching assistants through a variety of provisions including one to one, class support, small groups and interventions. We have expertise in providing personalised programmes to meet the needs of vulnerable children, particularly those with Dyslexia and those on the Autism spectrum, as well as in many other areas. Because of the relatively small size of the school, we know our students very well.

Sixth Form

Sherburn High School's Sixth Form provides students valuable continuity in their learning.

Our curriculum leads to nationally recognised Advanced Level 3 and Level 2 qualifications. Where possible, we aim to tailor our timetable to the demands of individual students. The range and combination of courses on offer to students extends through our Post 16 collaboration with Tadcaster Grammar School (Law, Economics, Drama and Theatre Studies, Sociology and Philosophy and Ethics).

All Sixth Form students have their own personal tutor, who provides them with guidance and support to University, apprenticeships, or employment. Tutors will strategically monitor student progress and deliver a comprehensive tutorial programme.

We aim to develop independent, responsive and creative students who have transferable skills beyond the school environment. Our success is built on a three-way partnership, with the individual student at the centre supported in their studies by home and school.

Facilities

The school has eight fully equipped ICT rooms, used extensively by all curriculum areas. All teaching rooms are equipped with LCD projectors for interactive white boards.

In addition, there is an Information Centre (which includes the library and Internet access), student social areas, a main hall with stage, drama studio and a multimedia lecture theatre. A Post-16 Centre incorporating teaching rooms, social spaces and private study rooms are also available.

Extensive playing fields, a full-sized 4G pitch, brand new gym and swimming pool allow a wide range of sports to be played, including football, hockey, netball, rugby and tennis. Our facilities alongside our new changing rooms allow for community use of our facilities beyond the school day.

Extra Curricular Activities

Extra-curricular activities are many and varied; they include numerous performing arts productions, sport and art. The school encourages residential and field trips. Foreign visits and student exchanges occur annually including a Post 16 trip to Iceland, a visit to Lille, a "Language Immersion" trip near Paris, watersports in the Ardeche, survival skills at the Bushcraft camp trip and Skiing trip.

Professional Support and Development

We believe that the school's greatest asset is the quality of our staff. Consequently, we place particular emphasis on continuing professional development. New teachers joining the school can expect to receive considerable support from their curriculum leaders and members of the senior leadership team.

Administration Team

The finance and admin team support all aspects of school life and are a vital service to the smooth running of the school. The school has a general office and visitor reception, student reception, finance office and personnel office. Responsibilities covered are reception duties, general admin,

supply cover for teachers, student attendance monitoring, Parentpay, school finance, HR and payroll.

Safeguarding Children

The school is committed to safeguarding and promoting the welfare of all its students.

We have a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school, a copy is on our website at www.sherburnhigh.co.uk.

In relation to this appointment process, you should be aware that your referees will be asked the following question – “Are you aware of any child protection allegations or issues of a similar nature in relation to this person? If so please provide details”.

At interview all candidates will be asked if there have been any allegations or issues raised against them by children and, if so, the outcome of them.

All employees must have enhanced DBS checks prior to starting work. We also conduct online searches on all shortlisted candidates.

Examination Results

We are very proud of our students' achievements at the end of Key Stage 4 and Key Stage 5. Full details of public examination results can be viewed on www.dcsf.gov.uk/performance tables as well as on our website.

Appendix 5: Local Area Information



Local History

The school crest depicts the history of the area. The crimson discs on each of the five petals recall the Wars of the Roses, which reached a climax in the Battle of Towton nearby, in 1461. The other two discs bear the Archbishop's Mitre (the Archbishops of York once held the lands and power in Elmete) and the hound taken from the coat of arms of the Hungate family, the founders of the original grammar school in Sherburn-in-Elmet.

The Area

Sherburn-in-Elmet is an ideal commuter village situated close to the A1 and A64 and therefore within easy travelling distance of Castleford (6 miles), Leeds (14 miles), Selby (8 miles) and York (15 miles).

Sherburn-in-Elmet has a thriving industrial estate on the outskirts of the village, which is good for local employment. Children attend the school from villages in the locality extending from Saxton in the North to Kellington in the South.

In addition to a good academic record, there is also a well-developed community spirit within the school and many links have been forged with the local community.

Thank you again for your interest in the post.