

SENCO/Director of Inclusion

Leadership Opportunity | Full Time | Teacher Pay Scale + SEN Allowance

Join Our School

This is an exciting opportunity for an ambitious and committed SENCO to join our caring and inclusive school community. You will play a pivotal role in shaping our SEND provision, championing the needs of our most vulnerable learners and working alongside a dedicated team of staff who are committed to ensuring every child thrives academically, socially and emotionally.

What we are looking for

We are seeking an inspirational and dedicated SENCO who is passionate about ensuring every child can achieve their full potential. The successful candidate will be an excellent classroom practitioner with a strong commitment to inclusion and high expectations for all pupils.

The ideal candidate will:

- Hold Qualified Teacher Status (QTS).
- Have a thorough understanding of the SEND Code of Practice and current SEND legislation.
- Have experience of coordinating and supporting provision for pupils with a range of special educational needs and disabilities.
- Demonstrate strong leadership skills and the ability to influence and support colleagues in developing inclusive practice.
- Be skilled in analysing pupil progress data and using evidence to improve outcomes.
- Have experience of working effectively with parents, carers, governors and external agencies.
- Be highly organised, able to manage competing priorities and maintain accurate statutory records.
- Have excellent communication and interpersonal skills.
- Be committed to safeguarding and promoting the welfare of children.
- Hold the National Award for SEN Coordination (NASENCO) or be willing to undertake the qualification if required.

Key Responsibilities

The SENCO will provide strategic leadership for SEND provision across the school and work closely with senior leaders to ensure that pupils with SEND receive high-quality support and achieve positive outcomes.

Strategic Leadership of Inclusion

- Lead and shape the school's inclusive vision and culture.
- Drive whole-school inclusive practice, ensuring all pupils can thrive academically, socially and emotionally.
- Develop, implement and evaluate the school's SEND and Inclusion Strategy.
- Work as part of the senior leadership team to improve outcomes for vulnerable pupils.

Leadership of the SEMH Resource Base

- Provide strategic oversight of the school's SEMH Resource Base, ensuring high-quality provision and positive outcomes for pupils.
- Support, coach and empower the Resource Base Lead Teacher to effectively lead and develop their team.
- Work collaboratively with the Lead Teacher to monitor provision, evaluate impact and drive continuous improvement.
- Ensure that the Resource Base operates in line with the school's inclusive vision, policies and best practice.
- Oversee the progress, wellbeing and successful inclusion of pupils accessing the Resource Base.

- Facilitate effective partnerships between the Resource Base, mainstream provision, families and external agencies to secure the best outcomes for children.

Teaching and Learning

- Coach and mentor staff to develop adaptive teaching and inclusive classroom practice.
- Model excellent SEND and SEMH practice.
- Analyse data and identify barriers to achievement, implementing effective interventions.

Multi-Agency Working

- Work collaboratively with parents, external agencies, Educational Psychologists, therapists and Local Authority professionals.
- Lead EHCP reviews and contribute to statutory assessment processes.
- Build strong relationships with families to ensure a child-centred approach.

Staff Development

- Deliver high-quality professional development for teaching and support staff.
- Develop staff expertise in SEND, SEMH, trauma-informed approaches and relational practice.

What we offer

- A supportive leadership team, professional development opportunities, enthusiastic pupils and a commitment to staff well-being.
- A highly supportive, values-driven school community
- Ongoing professional development, including Team Teach and trauma-informed training.
- A close-knit experienced team committed to inclusion and relationships
- A skilled and committed inclusion team to work alongside.
- The opportunity to change the trajectory of a child's education and life

Key Dates

- **Application closing date:** 6 November 2026
- **Shortlisting:** 9 November 2026
- **Successful candidates informed:** 10 November 2026
- **Interview date:** 17 November 2026

How to Apply

Completed application forms should be sent, for the attention of Natalia Correa Ortiz, to Richard Atkins Primary School, New Park Road, London, SW2 4JP or emailed to: ncorrea@richardatkins.org

Safeguarding Statement

Richard Atkins Primary School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All posts are subject to satisfactory references, and online screening checks as part of our safer recruitment process. Successful candidates will be asked to apply for an Enhanced Disclosure from the Disclosure and Barring Service. Further information about the disclosure can be found at www.gov.uk/db