



WIXAMS
ACADEMY

SENCO

CANDIDATE PACK



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Welcome to Wixams Academy

Dear Candidate

Our vision, “Excellence for All,” embodies our commitment to providing every student, regardless of their background or prior achievements, with the opportunity to excel academically and personally. At Wixams Academy, we firmly believe that with outstanding teaching and robust pastoral support, every student can reach their full potential.

Our curriculum is carefully crafted to inspire and challenge students at every step of their educational journey. We offer a broad range of academic subjects designed to ignite curiosity and cultivate a love of learning. Through a supportive learning environment, we empower our students to expand their knowledge, cultivate essential learning skills, and master the content of their subjects.

At Wixams Academy, we are dedicated to nurturing the holistic development of our students. Beyond academic excellence, we prioritise personal growth, resilience, and fostering a sense of community. Through a diverse array of extracurricular activities, enrichment opportunities, and pastoral care initiatives, we aim to equip our students with the skills and confidence needed to thrive in an ever-changing world.

Join us at Wixams Academy, where every student is encouraged to aspire, achieve, and succeed. Together, we will journey towards excellence for all.

Nathaniel Wilson – Headteacher,
Wixams Academy



Academy Mission

Our mission is to transform Wixams Academy into a high-performing school where a focus on a knowledge-rich education is dovetailed with a broad and balanced curriculum to serve the needs of the local community. From September 2024 we have aligned the core values and key characteristics of the school to harmonise with WLFS: Hard Work, Kindness and High Standards.

Our Ethos

We teach a rigorous knowledge-rich education, to all pupils, irrespective of background. This curriculum introduces pupils to the best and most important work in the humanities and sciences. Our aim is to prepare children to fully participate in conversations and debates about contemporary issues, as well as the universal questions that have been troubling humankind throughout history. We want pupils to leave our school with the confidence that comes from possessing a treasure trove of essential knowledge, as well as a deep and lasting respect for reason, evidence, civility, honesty, kindness and the value of hard work and self-discipline.

Core Values

Our core values, which we share with pupils at every opportunity, are:

Kindness,
Hard Work,
High Standards





| Job Description

Post:	SENCO	Salary:	L11 - L16 £66,368 to £75,049
Responsible to:	Deputy Headteacher (Academic)	Location:	Wixams Academy, Wixams, Bedfordshire
Contract Type:	Full-time, Permanent	Start Date:	January 2026 or sooner

Purpose of the Role

To lead and manage the strategic development of special educational needs (SEN) provision at Wixams Academy in order to raise the achievement of children and young people with SEND. The SENCO will ensure the academy meets its statutory responsibilities in line with the SEND Code of Practice (2015) and promote an inclusive ethos that enables all pupils to achieve their full potential.

Key Responsibilities

Strategic Development of SEN Policy and Provision

- Lead the development, implementation and review of the academy's SEN policy and provision.
- Advise the Senior Leadership Team (SLT) and governing body on SEN strategy, ensuring compliance with national legislation and guidance.
- Monitor the quality and impact of SEN provision and lead improvement planning accordingly.

Identification and Assessment of Pupils with SEN

- Coordinate and oversee the identification of pupils with SEN, including through assessment and liaison with teaching staff, parents, and external professionals.
- Maintain an accurate and up-to-date SEN register, ensuring that all pupils have appropriate support plans (e.g., SEN Support Plans, EHCPs).

| Job Description *Continued*

Teaching and Learning

- Support high-quality teaching for all pupils with SEN, including overseeing the implementation of targeted interventions.
- Provide professional guidance to colleagues, promoting strategies that support inclusive practice.
- Monitor the academic progress and wider development of pupils with SEN, identifying gaps and coordinating appropriate responses.

Leadership and Line Management

- Lead and manage a team of Learning Support Assistants (LSAs), ensuring they are effectively deployed and supported.
- Provide training and development opportunities for staff on inclusive teaching, differentiated planning, and SEN issues.
- Lead Annual Reviews and ensure timely applications for statutory assessments and EHCPs.

Liaison with Stakeholders

- Develop and maintain effective communication with parents/carers of pupils with SEN.
- Liaise with external agencies including educational psychologists, therapists, health and social care professionals, and the Local Authority SEND team.
- Prepare reports and contribute to meetings as required, including with Ofsted inspectors, governors, and other stakeholders.

Safeguarding and Pastoral Responsibilities

- Actively contribute to the safeguarding of all pupils and follow academy safeguarding procedures.
- Support the wider pastoral care of pupils with SEN and contribute to the wider inclusion and wellbeing strategy.



SENCO Person Specification

Criteria	Essential	Desirable
Qualifications	QTS (Qualified Teacher Status)	National Award for SEN Coordination (or willingness to complete within 3 years of appointment)
	Bachelor's Degree or equivalent	Additional qualifications related to SEND, e.g., autism, dyslexia, mental health
Experience	Successful experience of teaching in a secondary school setting	Experience of leading SEN provision in a school
	Experience of working with pupils with a wide range of SEN	Experience of managing and developing a team
	Knowledge of effective strategies for raising attainment of pupils with SEN	Experience of working with external agencies
	Experience in middle-deemed-secondary or secondary phases	
Knowledge and Skills	Excellent understanding of the SEND Code of Practice and its practical implementation	Understanding of whole-school data and progress measures for pupils with SEN
	Ability to lead and manage change and promote a culture of high expectations	Knowledge of funding mechanisms (e.g., EHCP top-up)
	Strong interpersonal and communication skills	<p>Additional Information</p> <ul style="list-style-type: none"> The successful candidate will be required to undergo an enhanced DBS check. Wixams Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
	Ability to develop positive working relationships with pupils, staff, families and external agencies	
Personal Attributes	A passion for inclusive education and a commitment to the best outcomes for all learners	
	A reflective practitioner who is willing to innovate and improve	
	High levels of professionalism, integrity, and resilience	
	Organised and efficient, with strong attention to detail	



How to apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Alpha Parish at Academicis, our recruitment partner, on aparish@academicis.co.uk or by phone on 07436 971517/01223 907979

Visits can be arranged after school hours Tuesday - Friday

Closing Date: Friday 17th October

Interviews: Thursday 23rd October



Green Lane, Wixams, Bedfordshire MK42 6BA

