

SENDCo / Inclusion Manager Advert

Start Date:	1 September 2026 or as soon as possible
Contract/Hours:	0.3 FTE
Salary details:	Main Pay Scale – Upper Pay Scale
Contract Type:	Permanent
Closing Date:	Thursday 11 June 2026
Interview Date:	w/c 15 June 2026

An exciting and rare opportunity has arisen for a highly motivated SENDCo/Inclusion Manager to work with the Headteacher, teachers and other stakeholders to further raise aspirations and improve outcomes for our pupils and the wider community. Through strong leadership, enthusiasm for learning and the ability to inspire and motivate others as a role model, you will provide opportunities to establish innovative ways of leading and managing learning which will create a climate of success for all our vulnerable learners.

Our current SENDCo, a highly experienced, talented and successful leader will be leaving us to pursue family commitments. She departs with the provision in a strong and well-established position.

We are an oversubscribed popular school situated in a village where there is a real sense of community. We are looking to appoint a SENDCo to join our outward-looking school, and further progress within a supportive, dedicated and forward-thinking team.

We pride ourselves on supporting staff to be highly successful, recognising that success comes in a wide variety of ways, creating a culture of continual improvement where we look to provide the best possible educational experience for all our children and staff. Our professional development meetings (staff meetings) are spent reading research, in training or planning together and we have had several support staff and teachers who are gaining additional qualifications such as L7 Apprenticeship with MSc in Leadership and Management.

Our children are enthusiastic, inquisitive and keen to learn and succeed. Our families are supportive, proactive and community minded. Our Headteacher and Governors are ambitious and tenacious in their approach to school leadership. Our Headteacher is an Executive Headteacher 2 days per week in another school.

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Our recent Ofsted report February 2022 commented on ‘*Clanfield being a harmonious place where staff, pupils and parents and carers all feel that they are part of one close-knit family. Happiness and joy are apparent everywhere*’. Our SIAMs inspection 2025, noted the school as ‘This small and forward-thinking school is a place of joy and flourishing’.

The successful candidate will:

- Be an enthusiastic individual who can lead the SEND provision across the school
- Be a member of the Senior Leadership Team (SLT)
- Have high expectations of children's attainment, progress, behaviour and emotional well-being and be passionate about improving the life chances of our children
- Have high expectations of their own achievement and development, both professionally and personally
- Be able to model good practice, deliver training and recommend specific programmes of intervention for pupils
- Be a team player who is creative, energetic and who will provide creative, enriching and inspiring learning opportunities for our children
- Be an inspirational and motivating leader with a proven track record of leading aspects of school improvement
- Believe that pupils should be central to all decision-making.

We are looking for:

- Someone who can work well within a collaborative team, whilst being self-motivated and able to work independently;
- Someone with the ability to enthuse our wonderful support team;
- Someone who is hard-working and resilient.
- Someone who demonstrates creativity and a solution-driven approach.
- Someone who embraces challenges with enthusiasm
- Someone who has the necessary communication skills and knowledge of SEND practice, enabling effective liaison with a variety of external agencies
- Excellent organisational skills and experience of leading/managing pastoral support staff in the SEMH/SEN hub
- A values-led individual with high expectations of achievement and behaviour for themselves and others;
- Someone who is committed to their personal career progression and enhancement;
- Someone with a good sense of humour who doesn't take themselves too seriously.

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We can offer you:

- A happy, supportive and friendly environment where we work effectively as a team - Ofsted and recent staff survey reported 100% staff are happy in their role;
- Enthusiastic pupils who are inquisitive and want to learn of whom 100% enjoy School (Ofsted, 2022);
- Governors who are committed to the continuing development of the school and staff;
- CPD opportunities for experienced teachers to help develop their career;
- Well being days
- The chance to make a real difference within our school and community;
- The opportunity to be involved in planning an ambitious, inspiring and challenging curriculum for all pupils- one which has been shared in the local authority as a model of excellence ;
- A promise to ensure workload is constantly monitored for all staff;
- A sociable, high spirited and happy team;
- A village with an award-winning café, boutique restaurant and outdoor education centre within 500 metres.

This is no ordinary school; this may be a small school, but it has a big ambition.

Please contact our office on 01367 810257 to arrange a visit; we look forward to welcoming you.

Mrs Kim Rogers
Headteacher

Application Procedure:

We welcome informal conversations with the Headteacher and encourage you to come and visit our school and meet our staff and pupils. In all circumstances, please contact Ms Betts (Business Manager) for further details and an application pack; telephone 01367 810257 or email office.3100@clanfield.oxon.sch.uk. We reserve the right to interview candidates prior to the closing date. Early applications are encouraged. Please note that we are unable to accept CV applications.

Safer Recruitment

Oxfordshire Schools are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post involves the type of work with children and young people that requires applicants to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily

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prevent an applicant from obtaining this post. All users are considered confidentially and according to the nature of the role and information disclosed.

As part of the vetting procedures, shortlisted candidates will be subject to an online search. This isn't part of the shortlisting process, and there will be a chance to address any issues of concern should it be necessary.