



# Hounsme Fields Primary School

## Recruitment Pack

### SEN Practitioner





# Welcome from Headteacher



Dear Candidate

Thank you for showing interest in working at Hounsome Fields Primary School. We are a brand-new school which opened in September 2025 and are proud to be part of the Engage Enrich Excel Academies (EEEE) Trust.

At Hounsome Fields Primary School, we're looking for passionate, proactive teachers to join our team. This is your chance to play an integral role in shaping our school culture, curriculum, and community from the very start.

At the core of everything we do are our 'HEART' values: Honesty, Empathy, Ambition, Respect and Teamwork. These values guide our approach to teaching, learning and relationships across the school.

We are passionate about creating a curriculum that engages children and makes learning enjoyable. When children are happy and motivated, they can thrive academically and personally.

If you are interested in applying to our school, tours of the school are welcomed.

We are enthusiastic and motivated for the future growth of our school in the community.

Thank you again for your interest in joining us.

Kind regards,

**Bradley Carter**

Headteacher

## About Hounsome Fields Primary School.

The school is part of an exciting new urban development in Basingstoke, Hampshire. The school was designed by Hampshire County Council and in partnership with the Engage Enrich Excel Academies (EEEA), Hounsome Fields Primary School promises to be one of the best school buildings in the country. The school is designed to be energy efficient and sustainable with features that include a ground source heat pump and solar panels making Hounsome Fields ecofriendly.



The building itself revolves around a courtyard area with extensive school grounds which includes a pond and orchard. We welcomed our first cohort of reception pupils in September 2025. Each year we will welcome a new cohort of reception pupils until we reach full capacity. We will grow to be a two-form entry school with a capacity of 420 pupils.

We also have a dedicated resource provision for special educational needs for up to 8 pupils.

**HEART** represents the five core school values.

**Honesty, Empathy, Achievement, Respect, Teamwork.**

**Honesty:** Promoting truthfulness and integrity in all interactions.

**Empathy:** Fostering understanding and compassion for others.

**Achievement:** Encouraging and celebrating academic and personal successes.

**Respect:** Cultivating a culture of mutual respect and appreciation for everyone.

**Teamwork:** Valuing collaboration and cooperation to achieve common goals.

These values collectively create a nurturing and positive school environment where everyone can thrive with **HEART**.

## Engage Enrich Excel Academies Trust

Hounsome Fields Primary School is proud to be part of the Engage Enrich Excel Academies (EEEE) Trust, a Multi Academy Trust founded on effective school improvement and collaboration. Established in December 2014, the Trust currently comprises eight schools within the areas of Surrey and Hampshire.

At EEEA, our schools are dedicated to fostering a happy, welcoming, stimulating and secure environment for all children under our care, empowering them to strive for excellence and reach their full potential. Anchored in the belief that 'Every Child Matters', our community of pupils, staff, parents and governors collectively work to ensure this ethos permeates daily life for every child.



## SEN Practitioner with Lunchtime Duties

**September 2026 start - Fixed Term until 31<sup>st</sup> August 2027**

**Term Time Only plus INSET days**

**8.30am – 3.15pm (break for lunch), 31.25 hrs/week**

Have you ever had the opportunity to work in a brand-new school? Do you want to be part of an exciting journey, shaping a school from the ground up in a growing community?

At Hounsme Fields Primary School, we're looking for a passionate **SEN Practitioner** to join our vibrant and expanding team. Having opened our doors in September 2025, this is a unique and exciting opportunity to be part of a brand-new school from its very early stages. As part of our small founding team, you will work closely with colleagues to build a nurturing ambitious environment for our children.

### **What we offer:**

- A unique opportunity to be part of a new school, shaping its future.
- A brand-new, purpose-built learning environment designed to inspire.
- A dynamic and exciting working environment where you can grow professionally.
- A supportive network of colleagues from the academy trust.
- A considered approach to support staff wellbeing
- Opportunities for continuing professional development.
- Training and professional development will be provided to enable you to deepen your expertise

### **We're looking for someone who:**

- Is passionate, positive and has a can-do attitude.
- Genuine passion for supporting children to learn
- Previous experience working with children and young people with SEN would be advantageous
- Can show adaptability, strong communication skills and a relational, trauma-informed approach
- Is calm, consistent and professional
- Wants to work collaboratively and be a part of the team

**Closing Date: 14<sup>th</sup> May 2026**

**Interview Date: 22<sup>nd</sup> May 2026**

*We reserve the right to invite candidates for interviews prior to the closing date, so we encourage you to submit your application as soon as possible.*

## Safeguarding

Hounsomefields Primary school is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

- Successful candidates are required to undertake an enhanced Disclosure and Barring Service check.
- This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore shortlisted candidates will be required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (Amendment) (England and Wales) Order 2020. Having a criminal record will not necessarily prevent you from taking up appointment; it will depend on the nature of the offences and their relevance to the post you are applying for. However, should a shortlisted candidate NOT declare an offence that is subsequently revealed, e.g. through the Disclosure and Barring Service (DBS) DBS check, this may place their appointment in jeopardy.
- It is a criminal offence for barred individuals to seek or undertake work with children.
- In compliance with Safer Recruitment guidelines, CVs cannot be accepted.

## References

- References will only be sought for shortlisted candidates. **It is our policy to obtain references prior to interview. If you have concerns regarding this, please contact us before submitting your application form.**
- The first referee provided **must** be your present or most recent employer, unless you have not been in employment before. If you are not currently working with children and young people but have done so in the past, your second referee **must** be that employer. If you are a Newly Qualified Teacher, one referee **must** be your college tutor.
- If any of your references relate to your employment at a school or college your referee **must** be the Headteacher or Principal. If you are a serving (or ex) Headteacher or Principal, your referee should be the Chair of the relevant governing body (or alternatively this can be the CEO of a multi-academy trust).
- If you are currently working with children, your present employer will be asked about any disciplinary offences relating to children (whether current or time expired), whether you have been the subject of any substantiated child protection concerns and, if so, the outcome of these investigations. If you are not currently working with children but have done so previously, these issues will be raised with your former employer.
- Please do not name relatives or people acting solely in their capacity as friends as your referees.
- **Other previous employers may also be approached for information, prior to interview, to verify details on your application form, such as particular experience or qualifications.**
- The school reserves the right to seek any additional references we deem appropriate.



# Job Description

## SEN Practitioner with Lunchtime Duties

**Job Title:** SEN Practitioner with Lunchtime Duties

**Reports to:** Headteacher

**Liases with:** SENCO & Resource Provision (RP) Teacher

**Start date:** September 2026

**Salary:** PS4 £25,052 - £26,825 FTE (PS4.1 pro rata £18,516 to £19,827 per year)

**Disclosure level:** Enhanced

**Main Purpose of job;** To support and guide pupils, by either working within the classroom, or with a small intervention group or with an individual who has Special Educational Needs.

At Hounsome Fields Primary School, we believe every child deserves an inclusive, nurturing and engaging learning environment where they feel safe, valued and able to thrive.

As a **SEN Practitioner within The Nest resourced provision**, your primary role will be to work closely with the **RP Class Teacher, SENCo and wider inclusion team** to deliver high-quality, evidence-based interventions and day-to-day support for pupils with **EHCPs and SEMH needs**, within the RP, predominantly in **Early Years and Key Stage 1**.

You will support children in the RP by working **1:1, in small groups and alongside class teachers and LSAs**, supporting children to build essential skills and eventually integrate into the mainstream classroom. This includes supporting pupils' emotional regulation, engagement in learning, development of transferable skills and gradual integration into mainstream settings, in line with their individual pathways.

The role requires **adaptability, strong communication skills and a relational, trauma-informed approach**, as well as a secure understanding of the practical and organisational demands of daily school life. As a key member of staff within the provision, you will model calm, consistent and high-quality practice, support colleagues, and contribute meaningfully to whole-school SEND development.

Training and professional development will be provided to enable you to deepen your expertise and continue developing as a reflective practitioner, ensuring that pupils with additional needs are supported to achieve their full potential—emotionally, socially and academically.

## General Responsibilities

### Professional Standards

- Uphold the expectations set out for support staff in line with relevant guidance and legislation.
- Maintain professionalism by adhering to the school's policies, procedures and values.
- Act within statutory frameworks, promoting high standards of safeguarding, inclusion and professional conduct.

### Collaborative Practice

- Work closely with the RP Class Teacher, SENCo, Class Teachers and LSAs to provide cohesive support.
- Support a positive, trauma informed culture across the school.
- Build strong relationships with parents, carers and external professionals.

### Safeguarding

- Prioritise the welfare and safety of pupils in line with safeguarding policy, Keeping Children Safe in Education, and Working Together guidance.

## Core Duties

### Teaching, Learning and Intervention Delivery

- Support the planning and delivery of high-quality provision and intervention for children primarily within the RP but with scope to have whole school impact.
- Work 1:1 or with small groups, adapting support in line with pupil needs, support plans and EHCPs.
- Contribute to the creation of resources and adapted materials.
- Promote independence, resilience and engagement in learning.

### Supporting LSAs and Whole School SEN Practice

- Model effective approaches to Ordinarily Available Provision and adaptive strategies.
- Support LSAs in developing strong classroom practice and intervention delivery.
- Share best practice and contribute to ongoing development of SEND provision.

### Assessments and Monitoring

- Carry out assessments linked to interventions and SEND targets.
- Record progress, observations and outcomes clearly and accurately.
- Provide written and verbal feedback to the RP Class Teacher and SENCo.
- Assist in monitoring the effectiveness of interventions and provision.

### Trauma Informed Practice

- Foster psychological safety through consistency, routine and strong relationships.
- Support deescalation strategies and help pupils regulate and reengage in learning, in line with The Cambridge Standard.

### Collaboration and Communication

- Work alongside teachers to adapt strategies and approaches for individual pupils.

- Maintain constructive communication with families when appropriate.
- Support the coordination of external agency involvement where required.

### **Professional Development**

- Engage proactively in CPD relating to SEND, intervention delivery and trauma informed practice.
- Reflect on practice and seek opportunities for continuous improvement.

### **Additional Duties**

- Contribute to SEN reviews, meetings and reports where appropriate.
- Undertake any reasonable responsibilities requested by the Headteacher to support the smooth running of the school.

### **Health & Safety and Compliance**

- Follow school H&S policies to ensure a safe environment for pupils and staff.
- Maintain confidentiality and uphold data protection legislation.

### **Performance Management**

This job description will be reviewed annually in line with school needs, pupil needs and ongoing professional development.

### **Safeguarding Statement:**

*Engage Enrich Excel Academy Schools are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS) to safeguard our pupils.*



## Hounsome Fields Primary School

Treetop Avenue  
Basingstoke  
RG23 7GJ  
Telephone: 01276 930 264

[info@hounsomefields.school](mailto:info@hounsomefields.school)  
[www.hounsomefields.school](http://www.hounsomefields.school)

