

**The Cambridge Primary School**  
**Recruitment Pack**  
**SEN Practitioner**



# Welcome from Executive Headteacher

Dear Candidate,

Thank you for your interest in joining The Cambridge Primary School.



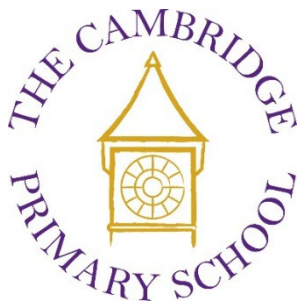
At The Cambridge, everything we do is driven by a simple but powerful belief:

**“We show that we care.”**

This underpins our culture, our relationships and our approach to teaching and learning. We are committed to creating an environment where every child feels safe, valued and inspired to succeed. Our values of **Respect, Teamwork, Honesty, Happiness, Excellence** and **Responsibility** are central to daily life in our school. They shape how we learn together, how we support one another, and how we prepare our pupils for the future.

We are proud of our inclusive ethos and our commitment to ensuring every child thrives academically, socially and emotionally. This is an exciting opportunity to join a team that is reflective, collaborative and driven to continually improve outcomes for all children.

If you are passionate about making a difference and want to be part of a school where care and high expectations go hand in hand, we would be delighted to hear from you.



Kind regards,

Mrs Sarah Kennedy

Executive Headteacher

## About The Cambridge Primary School

The Cambridge Primary School is a welcoming and inclusive school at the heart of its community. We are proud of our strong identity, built around our shared commitment to care, belonging and aspiration.

Since opening in 2018, the school has grown into a thriving community of approximately 420 children, where every pupil is known, valued and supported to succeed.

At The Cambridge, we believe that education is about more than academic success. We aim to develop confident, resilient and thoughtful individuals who are ready to contribute positively to the world around them.

### Our Core Ethos

Our approach is captured in our guiding principle:  
**“We show that we care.”**

This applies to every member of our community; children, staff, families and partners.

### Our Expectations

- We look after each other
- We look after the world we live in
- We try our best
- We are here to grow and learn

These expectations are embedded across school life. From classrooms and assemblies to behaviour systems and celebrations.

We are committed to providing a high quality, engaging curriculum alongside strong nurturing support, ensuring all children feel a sense of belonging and are supported to achieve their full potential.



## Engage Enrich Excel Academies Trust

The Cambridge 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.



## Job Description

<b>Job Title;</b>	<b>SEN Practitioner and lunchtime duties</b>
<b>Contract;</b>	Fixed Term till 31st August 27 Term time only + INSET days 8.30 am – 3.15 pm (break for lunch) 31.25 hrs/week
<b>Pay;</b>	PS4 £25,052 - £26,825 FTE (PS4.1 pro rata £18,516 per year)
<b>Responsible to;</b>	Head Teacher & SENCO
<b>Liaises with;</b>	Class Teachers

### **Main Purpose of job;**

At The Cambridge Primary School, everything we do is driven by our principle:

**“We show that we care.”**

As an SEN Practitioner, you will play a key role in working alongside the Specialist SEN Teacher, ensuring that pupils with additional needs are supported to thrive within a caring, inclusive and ambitious environment.

You will work collaboratively with staff, families and external agencies to ensure that pupils are understood as individuals, supported effectively, and enabled to make strong progress socially, emotionally and academically.

This role is central to embedding our relational, inclusive approach and ensuring that every child feels safe, valued and able to succeed.

### **Leading Support for Pupils with SEND**

- Support the identification and understanding of pupils’ additional needs
- Ensure provision is tailored, purposeful and responsive to individual need
- Promote a strong sense of belonging, ensuring all pupils are included and valued
- Support pupils to:
  - Regulate their emotions
  - Engage positively in learning
  - Develop independence and confidence
- Champion the view that **all behaviour communicates a need**, supporting staff to respond with consistency and care
- Deliver and support high-quality targeted interventions

### **Supporting Staff and Teaching Practice**

- Work alongside teachers and LSAs to embed inclusive, high-quality classroom practice
- Provide guidance and modelling of effective strategies to support SEND pupils
- Support staff to develop confidence in relational approaches, including:
  - Understanding behaviour
  - Supporting regulation
  - Using consistent language and responses
- Contribute to planning, ensuring appropriate adaptation and support
- Promote high expectations for all pupils, including those with SEND

### **Embedding Relational and Inclusive Practice**

- Support the implementation of the school's relational approach to behaviour
- Contribute to a consistent whole-school approach based on:
  - Care
  - Understanding
  - High expectations
- Model approaches such as co-regulation, emotional coaching, and responsive support
- Support the use of strategies and provision that promote regulation (e.g. sensory approaches, structured routines)
- Contribute to building staff understanding of approaches such as PACE and similar frameworks

### **Working with Families and External Professionals**

- Build positive, trusting relationships with families
- Communicate clearly and sensitively about pupil needs and progress
- Liaise with external professionals (e.g. EP, OT, PBS) to support provision
- Contribute to review meetings, reports and planning documentation
- Support families to understand and engage with the school's approach

### **Monitoring, Assessment and Impact**

- Support the tracking and evaluation of progress for pupils with SEND
- Contribute to the review of interventions and provision to ensure impact
- Maintain accurate and clear records
- Use assessment and observation to inform next steps

### **Supporting the School**

- Contribute to a culture where **care is visible and consistent across the school**
- Work collaboratively as part of a supportive, reflective staff team
- Engage in ongoing professional development and training
- Support whole-school priorities, including:
  - Inclusion

- Behaviour and relationships
- Staff development
- Model professionalism, positivity, and resilience
- Undertake additional duties as reasonably directed by the Headteacher
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

**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.*

## The Cambridge Primary School

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