



# Chilmington Green School

The best in everyone™

Part of United Learning



© B&K Bowmer and Kirkland Limited

# CHILMINGTON GREEN SCHOOL

## Assistant Principal – SENCo

<b>Role:</b>	Assistant Principal – SENCo
<b>Location:</b>	Ashford, Kent
<b>Salary:</b>	Competitive, commensurate with experience
<b>Contract type:</b>	Full Time
<b>Contract Term:</b>	Permanent
<b>Start date:</b>	September 2026

### The Role

Chilmington Green School is a co-educational, non-selective Secondary school which opened in September 2023. It will grow to become a 6-form entry school with a sixth form of 240 pupils. The school is building on United Learning's successful track record locally and nationally, providing an excellent secondary education for local children. The successful candidate will join the school at a key point in the school's growth. This is an exciting opportunity for a candidate with vision, experience and energy to join a small and growing leadership team. Furthermore, being part of an establishing school offers excellent professional development and future career prospects.

We are recruiting for an Assistant Principal – SENCo.

### About You

We are looking for an exceptional leader with the vision and commitment to shape our growing school throughout its formative years and beyond. We are looking for a leader who will create a culture of excellence and who shares the Trust's determination to bring out the best in young people.

The position is a great match for someone with the highest expectations, determination, resilience, audacity and compassion in equal measure.

The successful candidate will work closely alongside the Principal and senior leadership team and will lead the strategic direction of the inclusion strategy, ensuring all students make exceptional progress throughout their time with us. The successful candidate will lead an experienced and growing team, to ensure that all students are well supported to fully access the curriculum and wider opportunities in school.

This role will also involve other aspects of whole school leadership, which may include welfare, safeguarding and teaching and learning. The precise role is open to negotiation based on the strength and experience of the candidate appointed.

As with all members of the Senior Leadership Team, this role comes with responsibility for ensuring the smooth and effective running of the school on a day-to-day basis. As a significant member of the Leadership Team, the Assistant Principal works in partnership with the Principal in defining and articulating the vision and values for the School and then implements this through their actions. They are committed to securing United Learning's aim of 'Best in Everyone'.

**Principal:** Mr Jon Rutland

United Learning values diversity and inclusion and is committed to creating and sustaining a more ethnically diverse workforce. In this regard we would not only welcome applications from professionals of minority ethnic origin, but from majority ethnic professionals who share our commitment.

### What we offer

- A variety of discounted services from supporting your wellbeing, to a car lease scheme and access to Westfield Health
- Health Cash Plan and 24/7 access to a virtual GP with same day prescription
- Huge support and progression opportunities, part of the largest education trust in England
- A knowledge rich curriculum, built on 'powerful knowledge' and a traditional T&L approach built around Rosenshine and TLAC
- Collaborative planning with centralised shared units of work and resources, developed by Trust subject specialists.
- Excellent support from United Learning central team colleagues
- A feedback policy focused on whole class feedback – no onerous marking policies
- Disruption-free learning
- Highly visible/supportive senior leaders
- No formal graded lesson observations – just ongoing 'no-stakes' instructional coaching, helping you to continuously develop and grow
- Excellent ongoing CPD, career development and promotion opportunities – including NPQs and Trust Leadership Programmes
- Three extra inset days
- United Learning Pay Scale above the National Benchmarks
- 1 personal day a year - granted by the Principal

### Benefits of working for United Learning:

Our pledge, to all our teachers, is that by working for us you will benefit from **more pay, more time, and more support.**

More pay...	More time...	and more support
<ul style="list-style-type: none"> <li>• We pay an average of 5% above national scales – the best rates of pay in the sector</li> </ul>	<ul style="list-style-type: none"> <li>• Three extra INSET days for planning</li> <li>• At least one personal day a year</li> </ul>	<ul style="list-style-type: none"> <li>• Great training for your career</li> <li>• Exceptional curriculum resources</li> </ul>

**Principal:** Mr Jon Rutland



<ul style="list-style-type: none"><li>• Cash towards medical treatment</li><li>• Generous staff discount scheme</li></ul>		<ul style="list-style-type: none"><li>• Expert subject advice</li><li>• Support for your wellbeing &amp; Staff Development</li></ul>
---	--	--

### What we are looking for

- Highly effective professionals with excellent knowledge in their area of expertise, who can deliver exceptional outcomes
- Colleagues who are aligned to our mission and vision. If you are the type of person who fits with our culture, you will love working here.
- Colleagues who passionately believes that all children can achieve, no matter what their starting point, background or needs. Someone that does not make excuses for what children can achieve.

For a confidential discussion about this role, please contact: Jon Rutland, Principal, [jonathan.rutland@chilmingtongreenschool.org.uk](mailto:jonathan.rutland@chilmingtongreenschool.org.uk) or [HR@chilmingtongreenschool.org.uk](mailto:HR@chilmingtongreenschool.org.uk) .

### Main Job Purpose

The Assistant Principal - SENCo is responsible for the strategic development, implementation, and quality assurance of the school's SEND provision, ensuring that students with special educational needs and disabilities receive high-quality support that enables them to thrive academically, socially and emotionally.

Working with other members of the senior leadership team and leading a skilled SEND team, the Assistant Principal - SENCo will champion the school's inclusive vision and ensure that all provision complies with statutory guidance and best practice. The postholder will have a reduced teaching timetable to allow time to fulfil the leadership, management and statutory responsibilities of the role.

### Key Accountabilities

- Lead the identification, assessment and ongoing development of provision for students with SEND.
- Provide a clear strategic vision for the SEND Department, aligned with the school's inclusive ethos and improvement priorities.

**Principal:** Mr Jon Rutland



- Act as the Designated Teacher.
- Be a member of the school's safeguarding team.
- Raise standards of inclusion, attainment and achievement for SEND students through robust monitoring of progress.
- Ensure SEND students are not over- or under-represented in attendance, behaviour data, suspensions or enrichment activities.
- Oversee SEND provision at alternative provision placements.
- Support whole-school literacy strategies to improve outcomes for SEND students.
- Advise and support staff to deliver a broad, balanced, research-informed and inclusive curriculum.
- Work with Heads of Department and class teachers to secure effective quality-first teaching.
- Monitor the effectiveness of interventions through IEPs, pupil passports, behaviour plans and assessment data.
- Quality assure SEND support strategies across the school.
- Line manage learning support staff and quality assure interventions.
- Promote a collegiate and collaborative culture within the SEND team.
- Manage and deploy SEND resources effectively.
- Contribute to SEND-focused CPD and INSET.
- Build strong, positive relationships with parents and carers.
- Lead or attend meetings with external agencies such as Educational Psychology, Speech and Language Therapy and AOT.
- Complete referrals to external services as required.
- Contribute to and lead statutory assessment and annual review processes.
- Maintain accurate SEND records.
- Oversee access arrangements for SEND students.
- Ensure staff and students are trained in the use of exam concessions.
- Report regularly on SEND provision and intervention impact.

## Other Responsibilities

- Play a full role in the life and ethos of the school.
- Be a member of the Senior Leadership Team.
- Teach high-quality lessons where required.
- Contribute to raising standards of achievement across the school.
- Comply with health and safety policies.
- Undertake any other reasonable duties commensurate with the post.

This job description may be reviewed and amended in consultation with the postholder and does not form part of the contract of employment.

**Principal:** Mr Jon Rutland



**Chilmington Green School**

The best in everyone™

Part of United Learning

**Principal:** Mr Jon Rutland

Chilmington Green School is part of United Learning. United Learning comprises: UCST (Registered in England No: 2780748. Charity No. 1016538) and ULT (Registered in England No. 4439859. An Exempt Charity). Companies limited by guarantee. VAT e: [info@chilmingtongreenschool.org.uk](mailto:info@chilmingtongreenschool.org.uk) number 834 8515 12. Registered address: United Learning, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB. w: [chilmingtongreenschool.org.uk](http://chilmingtongreenschool.org.uk)