



HADLOW RURAL COMMUNITY SCHOOL

Effort achieves



01732 498120
www.HRCSchool.org



Our School



Hadlow Rural Community School (HRCS) opened in September 2013 and offers a unique educational opportunity to students across the Weald of Kent; located within an idyllic 20-acre rural campus, situated in the historic village of Hadlow.

HRCS is a popular, oversubscribed School with a current roll of just under 400 students. The School relocated to a £7million new build in 2016 and has developed a strong reputation both locally and beyond for enabling its young people to excel and flourish; providing an exciting, vibrant and dynamic experience in academic and land based vocational studies. The school is heavily oversubscribed and has, for the last four years, achieved one of the highest percentages of preferences for Year 7 places, for non-selective schools, across Kent.

The success and popularity of the school has been based on our ethos of providing an educational experience suited to our students and the local community and, whilst academic progress is of the highest importance to us, this is equally matched by our promotion of vocational and enrichment opportunities, ensuring the development of every child as a whole.

Positive, productive, and supportive relationships with all stakeholders is a key element of the school and this is further underpinned by maintaining small class sizes of 25-26 students across the school, with many Key Stage 4 option subjects averaging class sizes of 15 students.

High expectations are promoted across every aspect of the school and all members of HRCS are expected to be kind, caring and considerate, showing honesty and integrity and applying 100% effort in all their endeavours, supporting our school motto of 'Effort Achieves'.

Vacancy

Assistant SENCO

Application: Apply by 9.00am, Friday 5th June 2026

Start: September 2026

Salary: MPS/UPS/TLR2 (Negotiable) + up to £5k Recruit & Retention

Location: Kent

Contract: Full Time/Part Time Negotiable



Hadlow Rural Community School is a unique school, combining a traditionally academic curriculum with a challenging Land-based specialism.

As the only specialised Land-based school in the country, our students have the opportunity to not only study for the highest academic grades but also to participate in a wide variety of life-enhancing and enriching experiences, working in a beautiful outdoor environment in

areas such as agriculture, horticulture, animal care and countryside management.

We wish to appoint a dynamic, innovative and exceptional Assistant SENCO who has the ambition and expertise to play a key part in the future success of the School. The ability to teach English and or Primary experience would be advantageous.

HRCS is an exclusive school and has an excellent reputation for supporting students with additional needs, including those of the most able.

This is an exciting post for an excellent practitioner and offers an outstanding opportunity for career progression (70%+ of leadership positions appointed internally in the last 5 years). The role provides the perfect opportunity for a candidate wishing to begin their career within a small and supportive environment or, for more experienced colleagues, it will provide the opportunity to take on more responsibilities supporting any potential aspirations for leadership in the future.

If you feel that you are a highly motivated, inspirational teacher who has the expertise and experience to play a vital part in the future of our School then we would very much

Benefits of Working at HRCS



The Trustee's and Senior Leadership Team at HRCS are very aware of the significant contribution that colleagues bring to the school and the importance of providing a positive, supportive and productive working environment.

This is epitomised through our vision and values and the daily interactions between staff, students and parents. Student conduct is exemplary and based on high expectations and mutual respect; poor behaviour is not tolerated.

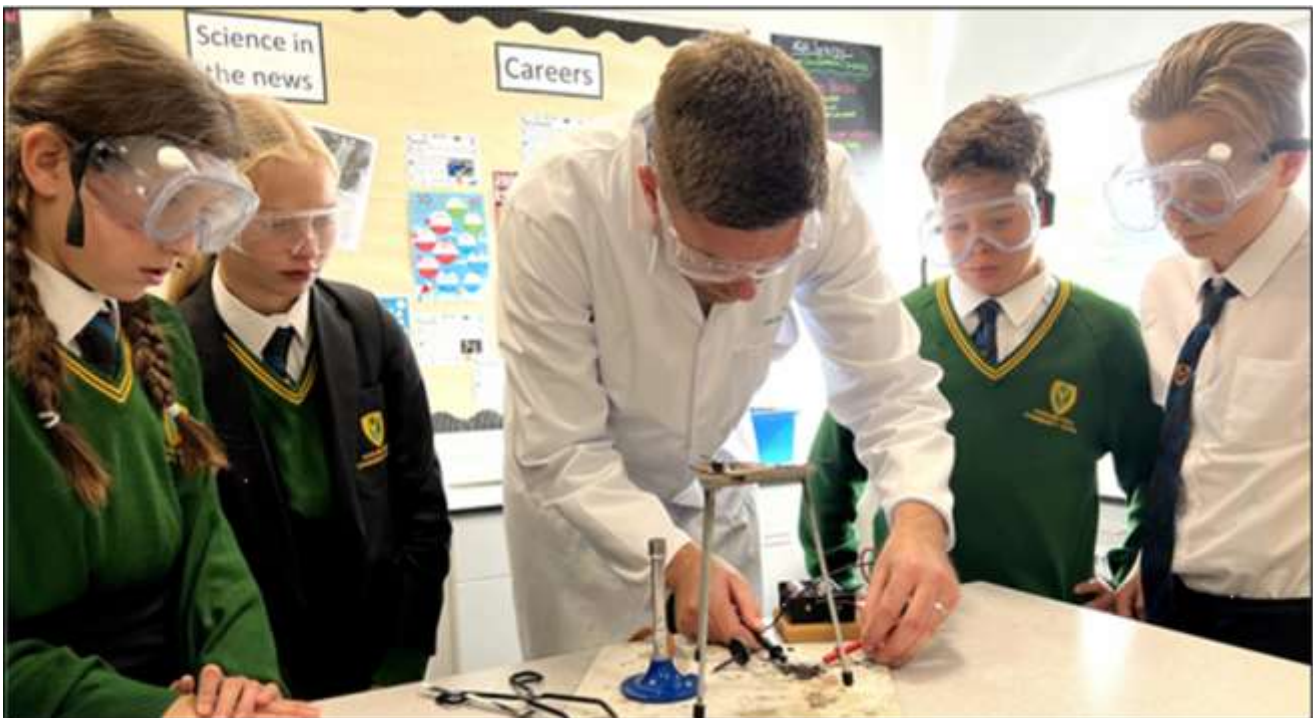
Career development and progression for those staff with leadership aspirations is prioritised and the school has a strong track record of supporting colleagues in achieving their career goals.

All staff are highly valued, with wellbeing represented as a standing agenda item on all meetings, and working groups regularly meeting to review common practices and workload considerations.

Benefits of Working at HRCS

The school also provides the following benefits:

- Working within an idyllic rural setting
- Welcoming environment
- Competitive Salary
- CPD Prioritised through Appraisal
- Reduced Directed Time (50 hours)
- Staff Loyalty days
- Paid leave for key life events
- Schools UK Health Insurance
- Wellbeing weeks—3.30pm closure
- Comprehensive Induction
- Personalised CPD
- Aspirational Leadership Support
- Funded NPQ's/Higher Level training
- Access to Teacher Training
- Small Class Sizes
- Headteacher & SLT open door policy
- SLT Staff Wellbeing Champion
- Staff Priority in school admissions
- Access to school car
- Electric Car Chargers
- Free Parking
- Free Duty Meals
- Free Tea and Coffee
- Sick Pay
- Pension Contributions
- Support Line
- Occupational Health Support
- Staff Social Events
- Staff wellbeing & workload group
- Kent Rewards



Job Description

Post Title: Assistant SENCo

Areas of Responsibility and Key Tasks:-

In addition to the responsibilities noted below, the post has the job description and responsibilities of a classroom teacher.

Additional Responsibilities:-

1. Operational Delivery

- Support the day-to-day organisation of SEND provision
- Provide guidance to staff on classroom strategies and support approaches
- Monitor the implementation of support within lessons, including TA deployment
- Support the development and review of Personalised Plans
- Assist in coordinating interventions, including timetabling and staffing
- Maintain accurate and up-to-date SEND records

2. Strategic Support

- Work with the SENCo to embed high-quality inclusive teaching (Quality First Teaching)
- Support the delivery of CPD to develop staff confidence
- Contribute to the development of SEND systems and processes
- Support liaison with local schools and partnerships regarding provision and funding
- Contribute to funding bids and evaluation of impact

3. Compliance & Statutory Processes

- Support the implementation of SEND statutory duties under the direction of the SENCo
- Contribute to the Assess–Plan–Do–Review cycle, ensuring evidence of impact is recorded
- Support the coordination of Annual Reviews, including preparation and documentation
- Support exam access arrangements in line with JCQ requirements, including:
 - gathering evidence of normal way of working
 - maintaining accurate records
 - liaising with staff to ensure consistent implementation
- Ensure documentation is organised, accurate and inspection-ready

4. Monitoring, Evaluation & Impact

- Support tracking of progress, attainment and wider outcomes for pupils with SEND
- Contribute to evaluating the impact of interventions and support strategies
- Assist in identifying pupils requiring additional or adjusted provision
- Support the use of data to inform planning and next steps

This description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exhaustive definition. It may be subject to modification and the post holder may be required to undertake additional duties as required by the Headteacher.

Person Specification

Post Title: Assistant SENCo

	Qualifications	Essential	Desirable
1.	QTS	√	
2.	Good Honours Degree (2:2 or higher) or willingness to achieve this	√	
3.	Further Accredited qualifications and CPD		√
4.	Experience of working with pupils with SEND	√	
5.	Qualified SENCO or willingness to train to achieve this status	√	
	Professional Development		
1.	Evidence of relevant CPD	√	
2.	Demonstrating an active role in the school beyond your own subject	√	
3.	Evidence of leading CPD for others		√
4.	Demonstrating an active role in the wider community		√
	Experience		
1.	Experience of teaching in secondary schools	√	
2.	Evidence of good teaching	√	
3.	Evidence of good outcomes for pupils in your care	√	
4.	Evidence of supporting pupils with SEND to make excellent progress	√	
5.	Leading teams of staff to unified success		√
6.	Evidence of outstanding teaching		√
7.	Evidence of outstanding outcomes for pupils in your care		√
	Knowledge & Skills		
1.	Thorough knowledge of current statutory requirements for SEND pupils	√	
2.	Ability to work as part of a team	√	
3.	Ability to deliver a second subject at KS3 level		√
4.	Understanding of equal opportunities issues in an education context	√	
5.	An understanding of safeguarding and its importance within a School environment	√	
	Personal Attributes		
1.	Organisational ability and a reflective practitioner	√	
2.	Flexibility, enthusiasm and commitment	√	
3.	High expectations of students and high standards of your own work	√	
4.	Suitable to work with children	√	
5.	An excellent attendance record	√	

How to Apply

Finding out more about HRCS:

We know that applying for a position and starting employment at a new school can be a big step, and therefore it is very important for us that candidates have a good understanding of our school and are able to make a judgement, for themselves, on the excellent working environment and the support provided at HRCS.

We are therefore always extremely happy to provide personalised tours of the school and arrange opportunities to meet staff and students to ask questions and support your interest in working at HRCS.

Similarly, should you require any further details on any role within the school or would like an informal discussion with the Headteacher, please contact the PA to the Headteacher via email on Heidi.Whitmore@hrcschool.org or via 01732 498120.

Applications

If you wish to apply to join Hadlow Rural Community School in the next phase of its exciting future, the school website www.hrcschool.org/Staff/Vacancies/ will provide further details and an application form.

Applicants should send to school

- letter of application identifying how your knowledge, skills and experience meet the requirements of the Person Specification; and how you will contribute to making Hadlow Rural Community School an outstanding place of learning.

Letters should be addressed to the Headteacher and presented on no more than 2 sides of A4, font size 11. Please send this to: HR@HRCSchool.org

The deadline for applications is **9.00am, Friday 5th June 2026**



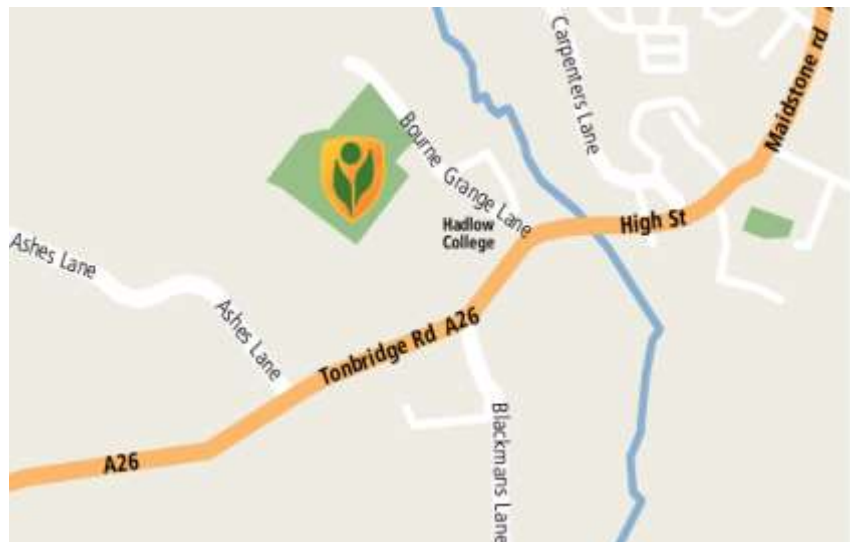
Directions



Hadlow Rural Community School located within an idyllic 20-acre rural campus, situated in the historic village of Hadlow.

Address:

Hadlow Rural Community School
Tonbridge Road
Hadlow
Tonbridge
TN11 0AU



Contact:

01732 498120 or contact@hrcschool.org

Driving

The school can be accessed via the A26 Tonbridge Rd, supporting access via the M26 and M20 from the North and the A21 and A228 from the South.

Rail

Mainline rail services can be accessed at Tonbridge and Maidstone mainline stations, with Taxi and Public Bus provision servicing the Hadlow campus.

Public Bus

The school maintains its own bus service (HRCS 1), covering Hadlow, East Peckham, Kings Hill and Snodland. Other public services are available between Tonbridge and Maidstone.