



SENCO (Maternity cover)

New River College (Medical)

Closing date: 23:59 Tuesday 13th October 2026; Job reference
NRC/SN1310

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Why work at New River College?

As a trauma-informed school, our staff are our most important resource. We are committed to ensuring their wellbeing is a priority, as a healthy staff team is an effective one and this, in turn, has such a powerful effect on our pupils' wellbeing.

At New River College, we're always on the lookout for enthusiastic and dedicated staff who are interested in supporting our students to be the best they can be and in developing their own careers and teaching skills. We offer weekly training on all our sites, as well as actively encouraging the continuing professional development (CPD) of all staff to enhance their skills through attending training and visiting other schools and alternative provisions.

We offer our staff the following commitments and benefits:

Competitive pay – All teachers and support staff in Islington receive Inner London Weighting in recognition of high living costs. In addition, all NRC teachers and support staff receive a SEND allowance in recognition of the skills needed to support our students.

Staff supervision – All staff have a fortnightly one-to-one supervision meeting with their line manager. These meetings include wellbeing check-ins, and an opportunity to discuss work concerns with managers and get their support with day-to-day issues. The outcomes of these meetings are noted on the one-to-one template, signed, and copies are kept by staff and their line manager.

Open-door policy – Our line managers have an open-door policy for staff to discuss any wellbeing concerns that can't wait until the one-to-one supervision meeting. If unavailable at the time, line managers will try to be available at the end of the day, or staff can meet with another line manager who can provide support and feedback to their line manager.

Reflective practice – Staff can also request one-to-one support from NRC's CAMHS clinicians to discuss any concerns.

Employee Assistance Programme (EAP) – EAPs offer employees free, confidential and independent support to help them balance their work, family and personal lives. Our EAP is unrivalled in its cost-effectiveness, breadth of services and use of technology to offer the most comprehensive range of support for our staff.

Tax-free childcare scheme – To qualify for this government scheme, parents have to be in work for at least 16 hours a week and earning not more than £100,000 per year. For more information, visit www.gov.uk/get-tax-free-childcare.

Subsidised fitness club membership – In January, June and October, NRC staff can apply for special membership of the seven council-owned leisure centres in Islington managed by GLL (also called Better). The offer is for GLL's Better Health and Fitness

membership which includes access to gyms, swimming pools and group exercise classes.

Tax-free bicycle loan scheme – A partnership between NRC and Cycle to work scheme, this scheme offers a loan for staff (paid for via the school's HR team) with up to 42% off a bike of their choice. To qualify, staff must have completed six months' service, be on a permanent contract (or if on fixed-term contract, have one year remaining) and be earning not less than the minimum wage.

Interest-free season ticket loans – These allow staff to buy an annual travelcard; the loan is recovered over 10 monthly payments.

Welfare loan – Staff experiencing financial hardship can request a loan of up to £500, which must be repaid over a maximum of six months. Admin and interest charges apply.

Eye tests and glasses – If staff use a computer for two or more hours each day, they are entitled to a free eye test every three years and, depending on their prescription, free basic lenses and frames. Costs associated with the test will be covered by the school.

Long service award – Employees in post after October 2001 will receive a £250 long service award after 20 years' service with Islington or 25 years' service in local government.

Wellbeing day – NRC employees can request 1 day off per academic year that will not count as special leave or sickness. Terms and conditions apply.

About us

New River College Medical is an alternative provision for children and young people with medical and/or mental health and wellbeing needs. There are three branches to the provision:

- our school, temporarily based at Copenhagen Primary School, which is for pupils aged 11 to 16 who have a variety of ongoing medical needs generally relating to emotional-based school avoidance, anxiety, self-harm, adverse childhood experiences and trauma. A number of young people also have additional diagnoses including Autistic Spectrum Condition (ASC), Attention Deficit Hyperactivity Disorder (ADHD) and special education needs
- our classroom on the Lfor (Children's) Ward at Whittington Hospital, which is for pupils aged between five and 18 who are able to access and engage in education during their hospital stay
- our Specialist Intervention service, which provides tuition for pupils who are unable to attend an educational setting due to medical and/or mental health needs.

Operating a trauma-informed approach to the education and care of all of our pupils, every individual has access to a broad and personalised curriculum, high-quality pastoral support and therapeutic interventions to capitalise on the talents and strengths of our pupils and build their confidence, independence and resilience. Progress is considered in a number of ways and targets are monitored and reviewed regularly by tutors, who are there to support pupils at each stage of their journey with us.

We work closely with parents and external agencies and, as a result, pupils flourish while at NRC Medical, often establishing the foundations to becoming their best self and fulfilling their future potential.



“

A culture of high expectations for pupils to learn exists in all areas of the school's work. Pupils rapidly improve their self-confidence and acquire attitudes that are far more positive than when they first arrive. As a result, all groups of pupils make excellent progress from their starting points. (Ofsted July 2016)

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Vision and Values

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools

“The leadership team has maintained the outstanding quality of education in the school since the last inspection.”

(Ofsted July 2016)



New River, New Start

‘In the now and beyond’

Advert

New River College

New River College Medical Site
New River College Medical
Maygood Street
N1 0TJ

(Previous Vittoria Primary School site)

Thinking of a
role to further your
education career?

Are you ready for a
new challenge?

New River College
can provide both.

NRC Medical are looking to recruit a SENCO for a Maternity cover

Salary grade: MPS/UPS + SEN 1 + TLR 2

(£36,745 - £ 56,959 + £2,539 + £5,348)

Maternity cover

To start April 2024

Are you a dynamic and motivated professional, looking to develop your practice in a unique and specialist setting?

Do you have a passion for developing vulnerable young people holistically, facilitating opportunities for them to flourish and thrive now, and in their future?

New River College Medical is looking to appoint an inspiring and skilled qualified SENCO, for a maternity cover, to work within a committed team, dedicated to improving the well-being and outcomes of young people with medical and mental health needs.

New River College comprises of three Alternative Provisions in Islington (primary, secondary and medical), for pupils with social, emotional and mental health needs (SEMH). NRC Medical works with KS1-4 pupils with complex social, emotional and mental health (SEMH) needs, who are not always able to attend school for medical reasons.

We teach across a number of sites: New River College Medical, the Children's Ward at the Whittington Hospital and in the homes of pupils too unwell to attend school. When applying for this role please note that you will have to travel across these areas.

We offer a core curriculum to all pupils which includes English, Maths, Science, PE and a selection of foundation subjects. We also work with a number of alternative providers around enhanced learning opportunities.

Application deadline:

Closing date: 23:59 Tuesday 13th October 2026

Shortlisted candidates will be notified by: Thursday 15th October 2026

Interviews will be held on: Friday 23rd October 2026

For background information visit our website www.newrivercollege.co.uk or for an informal discussion about the post or to arrange a visit please contact Adam Sunderland on 020 7504 0534 (option 3) or via email on adam.sunderland@nrc.islington.sch.uk

New River College is committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. An

enhanced DBS (Disclosure and Barring Service) with barred list check will be required. Also, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to declare.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search on publicly available information on candidates' suitability to work with children, for all shortlisted candidates. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

Job Description

New River College Alternative Provision JOB DESCRIPTION

POSITION: Special Educational Needs Co-ordinator (cross phase)

GRADE: Teachers Pay Scales + TLR2 + SEN (minimum)

RESPONSIBLE TO: Deputy Headteacher for Teaching and Learning

RESPONSIBLE FOR:

PURPOSE OF THE POST

The purpose of the post is to achieve the highest possible standards and outcomes for the pupils in the AP. The postholder will work closely with the senior management team and colleagues in the strategic development of the Special Educational Needs (SEN) policy and oversee the day to day operation of that policy with the aim of raising pupil achievement.

The postholder will support the senior management team in creating a lasting improvement in the quality of education provision and the management of teaching and learning through the provision of high quality professional services, which meet the changing expectations of New River College.

REQUIREMENTS OF THE POST

The duties outlined in this job description are in addition to those set out in the Schoolteacher's Pay and Conditions document which the postholder may be expected to take on.

All staff are responsible to their designated member of SMT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

MAIN DUTIES

1. Provide strategic direction and development of SEN provision for all APs, with the support of relevant members of the senior management team
2. Exercise a key role in assisting with the strategic development of SEN policy and provision

3. Support all staff in understanding the needs of SEN pupils and ensure that the objectives to develop SEN are reflected in the AP development plan
4. Support staff in understanding the statutory requirements of teaching a pupil with a statement or Education, Health and Care Plan (EHCP)
5. Support staff in identifying group and individual learning targets
6. Track progress towards objectives and targets for pupils with SEN in teachers' planning and evaluate effectiveness of teaching and learning
7. In collaboration with College Leadership Team (CLT) lead on the development of effective systems for obtaining pupil and parent voice
8. Liaise with staff, parents, external agencies and schools/colleges to co-ordinate their contribution, to provide maximum support and ensure continuity of provision
9. Analyse and interpret relevant local and national data to advise the head and leadership team on maximising pupil achievement
10. Ensure correct assessments take place for pupils on entry to the AP and maintain a system of monitoring progress from on-entry data
11. Create and monitor effective Pupil Passports for all pupils
12. Complete SEN Support plan for each child identified as needing an EHCP
13. Complete initial request for statutory assessment as required and contribute to the development of EHCPs
14. Ensure all Annual Reviews take place and coordinate effective systems for monitoring the sometimes small steps of progress made by pupils with more complex needs

Teaching and learning

15. Support the identification of and disseminate the most effective teaching approaches for specific additional needs (eg ADHD, dyslexia)
16. Ensure development of learners' individual and collaborative study skills necessary for them to become independent learners
17. Work with all staff to develop effective ways of bridging barriers to learning through:
 - Assessment of needs
 - Monitoring of teaching quality and pupil achievement
 - Target setting
 - Supporting staff in recording and monitoring of pupil tracking systems
 - Planning individual programmes of learning
18. Support co-ordination of SEN pupils' provision through close liaison with staff, parents and external agencies
19. Be aware of new resources available and consider a range of teaching strategies and resources that could be utilised for pupils with SEN
20. Provide individual or small group teaching for pupils as appropriate

21. Liaise with mainstream schools and other educational settings where appropriate in devising effective transition plans for pupils
22. In collaboration with the Outreach team and CLT, support the reintegration of students to mainstream or other specialist settings by ensuring the needs of the pupil are understood and met by all agencies involved
23. Liaise with mainstream schools and other educational settings where appropriate

Assessment and recording

24. Ensure all pupils are adequately assessed to establish baselines on arrival
25. Oversee the transfer of information obtained from the baseline assessment into Pupil Passports and share with relevant staff
26. Monitor progress towards Pupil Passport targets
27. Participate in the target setting process for raising achievement among pupils with SEN
28. Ensure strategic development of programmes of intervention for individual pupils, including regular review of impact on pupil progress and staff training of specialist teaching skills.
29. Maintain systems for identifying, assessing and reviewing SEN, English as an Additional Language (EAL) and Gifted and Talented (G&T) pupils in all AP settings
30. Inform senior management team about the effectiveness of provision for pupils with SEN, EAL and G&T
31. Develop an understanding of learning needs and the importance of raising achievement among pupils
32. Attend consultation meetings and keep parents informed about pupil progress
33. In collaboration with CLT, lead and oversee the eCAF and other referral forms for pupils identified as needing additional support both in and out of school

Leading and Managing

34. Work closely with the senior management across NRC settings to ensure that all members of staff recognise and fulfil their statutory responsibilities to pupils with SEN, EAL and G&T
35. Ensure school systems fully comply with the statutory requirements of the new SEN Code of Practice
36. Ensure effective systems are in place to meet the statutory requirements as set out for Managing Medical Needs of Pupils in schools
37. Liaise closely with other staff members who have responsibilities for vulnerable groups
38. Monitor teaching and learning to ensure that teaching reflects the different needs of individual pupils by lesson observations and monitoring of lesson plans
39. Provide professional guidance to secure Quality First Teaching for SEN pupils, through both written guidance, personal advice and training and by modelling good practice
40. Advise on and contribute to the professional development of staff, including INSET where appropriate
41. Maintain and develop resources needed to meet the needs of pupils with SEN and advise on the priorities for expenditure

42. Support learning support staff in collaboration with other members of CLT, the Inclusion team and Lead Learning Assistants to ensure effective provision for pupils with SEN, EAL and G&T

Other Professional Duties

43. Attend staff meetings as required and participate in activities that support SMT in the maintenance of discipline and ethos
44. Develop and maintain links with other professionals
45. Attend meetings arranged by other professionals pertaining to the wellbeing and progress of pupils with SEN
46. Be responsible for managing, registering and completing access arrangements as outlined by JCQ and awarding bodies of pupils needing special access for external examinations testing and keeping evidence of the need, in liaison with Senior Admin Officer
47. To sustain an up-to-date knowledge in developments in SEN procedures and matters appertaining to SEN, both locally and nationally
48. To have a clear understanding of all AP policies
49. To line manage designated staff
50. To deputise for managers where appropriate
51. To ensure a joined up approach for information sharing about pupils, supporting them in AP settings and preparing them for next steps

PERSONAL RESPONSIBILITIES

1. To carry out the duties and responsibilities of the post, in accordance with New River College's Health and Safety Policy and relevant Health and Safety guidance and legislation
2. To promote the safeguarding of children
3. To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner
4. To participate in performance management, and undertake training and professional development as appropriate
5. To undertake other duties appropriate to the post that may reasonably be required by the senior management team on any of the AP sites

PERFORMANCE STANDARDS

1. To ensure that all services within the areas of responsibility are provided in accordance with New River College's commitment to high quality service provision
2. To ensure that New River College policies and customer care standards are met and adhered to
3. At all times to carry out the responsibilities of the post with due regard to New River College's Equal Opportunities policy

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

Person Specification

New River College Alternative Provision PERSON SPECIFICATION

POSITION: Special Educational Needs Co-ordinator (cross phase)

GRADE: MPS-UPS + SEN 1 + TLR 2

CRITERIA

REQUIREMENTS

EDUCATION AND EXPERIENCE

- | | |
|------|--|
| E.1 | Qualified teacher status |
| E.2 | At least 3 years successful teaching including evidence of involvement in the raising of achievement of challenging pupils |
| E.3 | Experience of developing and delivering programmes for pupils with SEN |
| E.4 | A Special Educational Needs qualification and/or relevant experience in the area of challenging behaviour |
| E.5 | Evidence of continuing professional development |
| E.6 | An understanding of methods and good practice in reviewing and evaluating teaching & learning |
| E.7 | Evidence of clear view about future developments of area of responsibility in a school or AP, and an ability to manage change |
| E.8 | Knowledge of a range of assessment tools used to test students for access arrangements to undertake public examinations |
| E.9 | Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or AP |
| E.10 | An understanding of national developments in the area of social inclusion and SEN |
| E.11 | Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the teaching pupils with SEN |
| E.12 | Knowledge of a range of accreditation available to students |
| E.13 | An understanding of behaviour management strategies |
| E.14 | Ability to build effective working relationships with a range of partners and stakeholders. |

SKILLS, KNOWLEDGE AND ABILITIES

ESSENTIAL CRITERIA

- E.15 Ability to motivate colleagues and pupils through a positive and professional attitude
- E.16 Strong interpersonal skills and an ability to communicate clearly both orally and in writing
- E.17 Ability to use key aspects of ICT to present data
- E.18 Excellent behaviour management skills based on a firm but empathetic approach with pupils.
- E.19 Demonstrable commitment to inclusive education
- E.20 Capacity to work under pressure and to meet deadlines
- E.21 Capacity to work flexibly and to adapt to the changing needs of the New River College and the AP.
- E.22 Excellent attendance and punctuality
- E.23 Ability to prioritise competing demands
- E.24 Ability to work as part of a team
- E.25 Ability to deliver services to customers meeting New River College's standard for customer care
- E.26 A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.
- E.27 A commitment to deliver services with the framework of New River College's equal opportunities policy.
- E28 Ability to form and maintain appropriate relationships and personal boundaries with children and young people

How to apply

Application Deadline

Completed application forms must be received by **23:59 13th October 2026**.

To apply

Please apply online at www.islington.gov.uk/jobs. If you need any assistance, please contact Schools HR at schoolsrecruitment@islington.gov.uk quoting reference **NRC/SN1310**.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Additional

CVs will not be accepted.



New River College Medical
Maygood Street
London (N1 0TJ)

Tel.: 020 7504 0534 – opt 3

<http://newrivercollege.co.uk/contact/>