



Thirsk School

& Sixth Form College

Educating today, preparing for tomorrow

www.thirskschool.org

EDUCATING TODAY, PREPARING FOR TOMORROW

"A good school" Ofsted February 2022

Applicant Information Pack 2025-26

**Assistant Headteacher:
SENDCO and Head of Inclusion**

Required September 2026 (or sooner if possible)

**11-18 MIXED COMPREHENSIVE SCHOOL
1034 STUDENTS INCLUDING 140 IN SIXTH FORM COLLEGE**

www.thirskschool.org



www.facebook.com/BeMoreThirsk



[bemorethirsk](https://www.instagram.com/bemorethirsk)

TOGETHERNESS

HONESTY

INCLUSIVITY

RESPECT

SUPPORT

KINDNESS

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thirskschool@thirskschool.org

Topcliffe Road, Sowerby, Thirsk, N. Yorks YO7 1RZ

Headteacher: Emma Lambden



An introductory note from Miss Emma Lambden the Headteacher

Dear Applicant,

We are delighted that you are interested in joining us here at Thirsk School & Sixth Form College. We are pleased that you are interested in both the post and becoming part of our community. I hope that what we can offer you inspires you to apply. We do appreciate that applying for a post is a time-consuming process and would like to do whatever we can to help; please do look at our website and do not hesitate to get in touch should you require more information or wish to arrange a visit to the school.

We are a school which is constantly seeking ways to further improve, and we pride ourselves on our focus in putting people at the heart of what we do, both students and staff. There is a strong sense of collegiality amongst staff and Thirsk is a fantastic place to come and work. We were very pleased to continue to be a good school following Ofsted's visit in February 2022, but we have much to do to push us on to the next phase of being consistently excellent. We hope that with your skills, experience, and ambition, you will become a part of achieving this aim.

We will offer you:

- Great students: "A feature of the school is the friendly and warm relationships between the staff and pupils. This ensures that pupils behave well and apply themselves. There is a calm and settled atmosphere" Ofsted report 2022.
- Great colleagues who go the extra mile for our students: "The school has added more staffing to support pupils' pastoral needs. This means the staff know the pupils well. Safeguarding leaders have particularly detailed knowledge of the most vulnerable pupils" Ofsted report 2022.
- Innovative professional development both within school and as part of the Red Kite Learning Alliance, Leeds Learning Alliance and other professional networks.
- An opportunity to access leadership training and development.
- A very supportive leadership team who have an open-door approach.
- A school that has clear ambition expressed in its strategic plan and fully supported by its Governing Board.

If this interests you, we'd love to hear from you. Please complete the application form and write a letter of no more than two sides of A4. You should outline:

- Your values and principles, with examples of how they have underpinned your work and evidence of impact





- Your leadership experience including evidence of impact and how you feel this will enable you to take up this post successfully
- The three main challenges currently facing school leaders in education and how you propose to address these
- Your thoughts regarding the White Paper regarding the implications for SEND and inclusion in a mainstream setting

Please email your application to andrew.rickard@thirskschool.org. Alternatively, your application can be sent to us by post.

Closing Date: 9am on Friday 17th April 2026.

Interviews will take place soon after.

I know from my own experience that applying for a post is an intensive process and, if you do choose to apply, I am grateful for the efforts that this will require of you. I look forward to receiving your application.

Best wishes and good luck.

Emma Lambden

Emma Lambden
Headteacher





Thirsk – the Heart of North Yorkshire

A great place to live, learn and work

As a market town serving the heart of North Yorkshire, it has all the facilities you might expect from a larger town, but with an intimacy and sense of community. The town itself has a traditional marketplace, banks, shops, supermarkets, pubs and restaurants, medical facilities, primary schools, and childcare providers.

Culture

There is a unique community run cinema in Thirsk which is small and characterful but has all the latest releases along with more unusual productions. The arts scene is complemented by several galleries and Thirsk is the home to North Yorkshire's Rural Arts Centre which promotes exhibitions, workshops, and classes in a variety of the arts. Thirsk is also the home of the nationally recognised Herriot Museum, and this reflects its traditional roots as the centre of the agricultural community. Local history is well promoted with information boards linking walks around the town. Additionally, Thirsk remains the centre of the hand-made furniture industry with several nationally renowned brands, each with distinctive carved trademarks. Some showrooms have workshop tours and cafes.

Sport

Sporting interests are facilitated by a local leisure centre with swimming pool, newly expanded and upgraded gym and other facilities. The local running club, Thirsk and Sowerby Harriers, meets at the school twice a week. There are thriving local clubs - Thirsk Hockey Club, and Thirsk Falcons Football Club run a full spectrum of junior and senior teams for both genders. There is a rich tradition in rugby and cricket with clubs based in the town and many local football and cricket teams in the local villages. A squash club and a golf club lie on the town's fringes along with Thirsk Racecourse. A fantastic development has been the establishment of the Sowerby Sports Village on the school's doorstep; this developing facility provides for a variety of clubs and individuals offering a measured kilometre track that attracts runners, cyclists, and walkers.





Leisure

Thirsk lies between two National Parks, The Yorkshire Dales, and the North Yorkshire Moors, which are easily accessible and provide wonderful walking, mountain biking, fell running and bird-watching opportunities. The hosting of the Tour de France in 2014 elevated the cycling tradition in the area and the school has previously hosted the London to Edinburgh cycle venture. North Yorkshire's stunning coast is within easy reach offering wild and dramatic cliffs, beautiful fishing villages and traditional seaside resorts along the bracing North Sea coast.

Housing and Transport

There is a variety of housing available in the area from more traditional market town houses, and local village cottages, family houses, apartments, and terraced properties. The Sowerby Gateway development on the southern fringe of the town offers a wide range of housing on a modern estate. Fantastic transport links via the A1(M), A19, A61 and the mainline railway running from London to Edinburgh enhance Thirsk as a great place to locate. Many staff members live within the school's catchment and send their children to our neighbouring primary schools or to our school, whilst others choose to live in York, Harrogate, Ripon, Northallerton and Teesside.





SEND Department Information

The SEND Department, known as the Nest, currently consists of an Assistant Headteacher for SEND and Inclusion, a Deputy SENDCO with responsibility for exam access arrangements, 9 TAs and 4 HLTAs. Clearly, like all SEND Departments specific students access learning support through lesson withdrawal, be this to support literacy, numeracy or at KS4 potentially to allow space in their timetable for extra 1 to 1 support with any KS4 subject. Similarly, TAs are deployed across the school to support relevant students during lesson time. Alongside this, within the department we run our Enhanced Internal Provision (EIP), designed to support students with need on a bespoke programme, ranging from 6 to 12 weeks. The aim of the EIP is to support students who may currently be struggling with a mainstream setting but for whom long-term, mainstream education is the right offer for them. The programme allows them to develop confidence and social skills as well as addressing any learning needs, and the aim throughout is to phase students back into the main school. Whilst only in its infancy, this provision has already proved successful.

For the past two years we have hosted the Targeted Mainstream Provision (TMP) here at Thirsk School and Sixth Form College with the local PRS, to support students with SEMH. Over the next 12 months there will be significant developments within the provision which will undoubtedly be an exciting and challenging time for the successful candidate.

Our SEND department works closely with our Pastoral Inclusion Support Area, known as the Perch. This facility is available to all students within the school who may require additional support, irrespective of SEND need or otherwise. As a school we recognise that all young people will require additional support from time to time, but, that this can be more complex for those with SEND hence a close working dynamic between the Perch, Nest and TMP teams.



Advert

Are you a passionate and strategic SEND leader ready to make a significant impact and join our school at an exciting point in our journey regarding SEND provision? We are seeking to appoint an enthusiastic and energetic Assistant Headteacher to lead our dedicated SEND team, oversee our specialist SEMH unit and champion inclusive practice across the school. Inclusion is at the heart of our ethos, and we are committed to ensuring that every student, regardless of need or background, thrives both academically and personally.

The successful candidate will:

- Have experience of SEND within a secondary setting
- Demonstrate a secure and up-to-date understanding of SEND legislation and evidence-informed practice
- Think strategically, analyse rigorously and lead with clarity and purpose
- Build strong relationships with students, staff, families and external agencies
- Share our commitment to inclusion as a core value of education

We offer:

- A welcoming, friendly and collaborative working environment prioritising staff wellbeing
- Access to numerous professional development opportunities, including through our local alliances
- A supportive and ambitious senior leadership team

Closing date: 9 am on Friday 17th April 2026

Prospective candidates are welcome to visit the school prior to the application deadline. Please contact us to arrange a visit. Further details of the school, the post and a downloadable application form are available from our website: www.thirskschool.org

Completed application forms should be returned to andrew.rickard@thirskschool.org

Thirsk School and Sixth Form College is committed to safeguarding and promoting the welfare of our children and young people. We have a robust Child Protection Policy, and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff and volunteers to share this commitment. This post is subject to satisfactory approved references and enhanced Disclosure and Barring Service criminal records check for work with children. Candidates invited to interview are required to complete a self-disclosure proforma; this will be opened in the event of a job offer being made.



Benefits of working at Thirsk School & Sixth Form College

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

Pension Scheme

As an employee of Thirsk School & Sixth Form College you are offered membership of either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee's paying contributions into the scheme (banded, based on earnings level) the school also pays into the scheme on your behalf.

Staff benefits platform



Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place. Vivup also provides exclusive benefits through their platform, including discounts from major retailers as part of the lifestyle savings benefit and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.

Financial Wellbeing – Mental Wellbeing – Physical Wellbeing



A confidential support service for employees and their immediate family members. A FREE 24-hour personal support service. Your call will always be answered by a qualified and experienced counsellor who will offer support in a professional, friendly and non-judgemental manner.



MyView is a self-service facility and can be accessed via your PC or via an app on your mobile. Within MyView, you can access and change your personal details, view payslips online, P60s, input and view expense and timesheet claims.



Job Description

Post title: Assistant Headteacher: SENDCO and Head of Inclusion

Responsible to: Headteacher

Responsible for: SEND, Nest team, resource provisions, inclusion strategy, TMP links, Perch team

Key Purpose: To provide senior leadership capacity with a strategic focus on inclusion and SEND, ensuring high-quality provision and positive outcomes for students with special educational needs and disabilities. To lead the development, implementation and quality assurance of SEND and inclusive practices across the school, ensuring statutory compliance and alignment with the school's vision.

Principal Duties:

Leadership

- To support and assist the Headteacher in ensuring the effective working of the school
- To uphold and develop the school's vision and values
- To play a key role in school improvement, self-evaluation, planning and target-setting processes
- To act as a leading professional and role model, upholding ethical standards of leadership
- To model exemplary classroom practice

Strategy and Compliance

- To provide strategic leadership for inclusion and SEND as a core element of whole-school improvement
- To lead the development, implementation and evaluation of the SEND and Inclusion Strategy, aligned with whole-school priorities
- To ensure full statutory compliance with the SEND Code of Practice, Equality Act 2010 and all relevant legislation
- To oversee EHCPs, statutory consultation, review timelines and access arrangements
- To ensure the school's Accessibility Plan and SEN Information Report meet statutory requirements and are regularly reviewed
- To collaborate with local area partners, including the TMP team, to implement local SEND strategy and support families
- To monitor, evaluate and report on SEND and inclusion provision effectiveness to SLT and governors
- To ensure the school is inspection-ready with robust evidence of inclusive practice



Quality of Provision:

- To strengthen early identification of SEND and embed an effective response
- To quality assure classroom practice to ensure inclusive strategies are consistently implemented and impactful
- To support staff in adapting teaching and learning through evidence-informed inclusive practice
- To monitor intervention impact using data and evaluation to inform next steps
- To work with the SEND team and exams officer to ensure access arrangements meet students' needs

Impact on Students:

- To ensure strong outcomes, engagement and wellbeing for students with SEND
- To lead on identifying and addressing barriers to learning, attendance, engagement and participation for students with SEND
- To collaborate with pastoral teams, families and external agencies to improve inclusion
- To promote inclusive approaches supporting wellbeing, behaviour and belonging
- To use student-level data and qualitative evidence to drive continuous improvement

Staff Leadership and Partnership Working

- To line manage relevant staff
- To oversee resource provisions, ensuring effective deployment and positive outcomes
- To foster strong partnerships with parents/carers and external professionals
- To lead professional development for teachers and support staff related to inclusive practice

General Duties of an Assistant Headteacher

- To uphold the school's culture, ethos and strategic direction
- To promote high educational standards and positive relationships across the school community
- To establish and sustain high expectations of behaviour for all students

Safety and Safeguarding

- To take reasonable steps to ensure health and safety of students and staff
- To promote and safeguard the welfare of students in accordance with school policies





Person Specification

	<u>Essential</u>	<u>Desirable</u>	<u>How determined</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> • Suitable degree • Qualified Teacher Status (QTS) • Recognised SEND qualification (e.g. NASENCO) or commitment to achieve 	<ul style="list-style-type: none"> • Evidence of continuing professional development in school leadership, e.g. NPQ 	Application form
<u>Experience</u>	<ul style="list-style-type: none"> • Successful leadership experience at middle or senior level in secondary education • Experience of leading effective staff teams • Experience of leading whole-school projects with positive impact on student outcomes • Proven ability to contribute strategically to whole-school improvement • Experience of identifying and addressing barriers to learning for students with SEND 	<ul style="list-style-type: none"> • Experience of leading SEND or inclusion strategically across a whole school or phase • Experience of leading change and improvement in complex school contexts • Experience working effectively with governors and contributing to accountability processes • Experience of identifying and addressing barriers to attendance, engagement and participation for students with SEND • Experience of leading or 	Application form, letter, references, interview



		overseeing resource provisions	
Knowledge	<ul style="list-style-type: none">• In-depth knowledge of the national curriculum and how it can be adapted to meet the needs of students• Understanding of curriculum design principles that promote inclusion, engagement and progression for all learners.• Knowledge of effective adaptive teaching strategies and how to support teachers in implementing these across all subjects and phases.• Awareness of current educational developments and research relating to curriculum delivery, assessment and inclusive pedagogy• Knowledge of statutory and non-statutory frameworks that influence curriculum planning for students with additional needs• Examination and assessment methods• Clear knowledge and understanding of how to motivate and inspire students	<ul style="list-style-type: none">• Understanding of how financial and resource management supports educational priorities	Letter, references, interview



Skills	<ul style="list-style-type: none">• Ability to inspire and motivate students, staff, parents and governors• Ability to analyse data, develop strategic plans, set targets and monitor progress• Ability to prioritise, plan effectively and manage workload• Ability to work as part of a team and maintain positive relationships• Ability to remain positive and enthusiastic under pressure• Leadership and management skills• Strong communication and interpersonal skills• Ability to hold colleagues to account effectively		Letter, references, interview
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