Post title: **SENCO**

Hours: **Full time – Permanent**

Salary: **Main Pay Scale / Upper Pay Scale**

Job reference:

Location: **Nottingham HOPE Academy**

Start date: **12th April 2027 dependant on candidate**

Closing date: **Monday 7th December 2026 @ 9am**

Shortlisting: **w.c. Monday 7th December 2026**

Interviews: **w.c. Monday 14th December 2026**

Are you looking for a varied and rewarding role within a supportive, innovative and collaborative team?

Are you adaptable, resourceful, and creative, able to think on your feet and tailor your approach to meet the diverse needs of our pupils?

Do you have the highest expectations and aspirations for every child, ensuring they are supported to achieve their full potential?

Are you a passionate and dedicated practitioner with a commitment to helping pupils thrive both academically and personally?

Are you excited by the opportunities, challenges and rewards of working with children and young people who require specialist support to succeed?

Then Nottingham HOPE Academy may be exactly what you are looking for...

Nottingham HOPE Academy is a specialist alternative provision academy committed to transforming the lives of children and young people through high-quality education, care, and support. As part of our dedicated team, you will play a vital role in helping pupils overcome barriers to learning, develop confidence, and achieve positive outcomes for their future.

At Nottingham HOPE Academy, we recognise that many of our pupils have experienced disruption to their education and may have faced significant challenges in their lives. While we cannot change their past experiences, we can work together to create brighter futures. Our pupils are at the heart of everything we do, and we are committed to providing a nurturing, inclusive, and safe environment where every child feels valued, supported, and empowered to succeed.

Our work is underpinned by a **trauma-informed and relational approach**, recognising the importance of understanding each child's experiences, building strong, trusting relationships, and creating the conditions in which pupils feel safe, regulated, and ready to learn. We know that positive relationships are key to engagement, progress, and success, and we pride ourselves on knowing our pupils well and responding to their individual needs with empathy, consistency, and high expectations.

We work closely with families, carers, external agencies, and professionals to ensure that every pupil receives the personalised support they need to flourish. Through strong relationships, high expectations, and an ambitious curriculum, we strive to ensure that every young person develops the knowledge, skills, and resilience they need for the next stage of their education and life.

You will be responsible for ensuring high quality SEN provision for our learners across our school. You will role model and support quality first inclusive teaching and good practice. Working closely with young people, their parents/carers, Local Authorities and other professionals, you will observe and assess students, create Individual Support Plans, chair Annual Reviews and ensure all administration is completed to the timescales of the Local Authority. You will ensure our school benefits from and contributes to local and regional networks and updated guidance and training. Due to the nature of our school, some pupils remain dual registered with their own school whilst they are with us.

As a Pupil Referral Unit, pupil transitions happen throughout the year, both in and out of Nottingham HOPE Academy. You will work with colleagues and other professionals to build a picture of each new learner's needs, and ensure that these are understood and met. You will also support the identification of suitable 'forever schools' for our learners, and planning for them to have a supportive and successful onwards transition.

You will be foremost an excellent teacher, with experience as a SENCO. The role is full time non class based with some teaching commitments where necessary.

The successful candidate will:

- Have outstanding classroom practice, with a proven track record in teaching and learning.
- Have a strong understanding of the SEND code of practice and have experience of working across either the primary or secondary age range.
- Have the desire to lead with the vision and confidence to motivate, challenge and support.
- Be passionate about children's learning and welfare, putting them first in everything they do.
- Be highly effective in communicating and making relationships with parents and other stakeholders.
- Be calm, positive, open-minded and professional, actively supportive of the ethos, vision and values of the school.
- Have a strong commitment to raising all pupil achievement.
- Be an active, flexible member of the school team and share in the development of the school.
- Be committed to and champion inclusion for all children.
- Have a commitment to continually improving their own practice.
- Reflect on their practice and lead by example where appropriate.
- Be efficient, hard-working, organised and adept on managing self in a busy school environment.

About the Trust

This is an exciting opportunity to join an award winning Multi Academy Trust and be part of a welcoming and supportive team that serves amazing children and young people. Nexus Multi Academy Trust was founded in 2016, with 23 unique SEND and mainstream academies.

We are a growing, forward thinking and innovative Trust with a shared ethos, vision and values for a personalised child centred approach. We are committed and invested in "Learning together, to be the best we can be" and it is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.

Please see a copy of our most recent prospectus and workforce engagement statement for further information.

What you can expect from us

Wellbeing – Pay – Careers and Training – Annual Leave and Flexibility

- Access to free wellbeing support resources including counselling, medical and legal advice and an option to top up to private healthcare via corporate membership of a healthcare plan.
- Access to discount schemes for savings with high street retailers, restaurants, activities and lifestyle services
- Auto enrolment into a leading pension scheme with Teachers Pension Scheme or Local Government Pension Scheme
- Access to extensive and tailored career pathways, CPD programmes, training and coaching giving you the opportunity to grow and develop your career
- An Induction package to help you settle in and approach your role with confidence and enthusiasm
- The ability to contribute to and share quality practice with other professional TAs, Teachers and the wider team
- Internal opportunities across the Trust academies and to work with specialised leaders in education on nationally recognised projects
- Flexible working policies
- Cycle to Work Scheme
- Annual leave increases based on length of service plus bank holidays for support staff

To apply

If you're interested in this role and wish to apply, please visit the Nexus MAT website to download an application form. Once on the Nexus MAT website, select the *Joining Us – Careers* section, click on the position you wish to apply for, and the application can be found at the bottom of the page.

All candidates are advised to refer to the job profile before making an application.

Completed applications to be sent to hope.hr@nexusmat.org

In line with safer recruitment practices and Keeping Children Safe in Education (KCSIE), curriculum vitae (CV's) will only be accepted alongside a full application form

We reserve the right to close this advertisement early should we receive a high volume of suitable applications.

Further information

We warmly welcome and encourage prospective candidates to visit the school prior to application. Please contact Lynne Bradley on 0115 9153862 (option 2) to arrange a visit at one of the times listed below. Visits can take place at either Sherwood Education Centre or Castle Gate: there is no expectation for candidates to visit both sites.

- Visits to our Sherwood Education Centre can be arranged for:

  Monday 23rd November at 3:15pm

  Wednesday 25th November at 3.15pm

- Visits to our Castle Gate site can be arranged for:

  Thursday 26th November at 3.15pm

  Monday 30th November at 3.15pm

Further information can be found on our school website Nottingham HOPE Academy - Home & Career List | Nexus Multi Academy Trust (nexusmat.org)

Nexus Multi Academy Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed.

This post involves working with children and young people. If successful you will be required to apply for a disclosure of criminal records check at an enhanced level and a barred list check. Further information about the Disclosure and Barring Service and can be found at www.gov.uk/disclosure-barring-service-check.

We are an equal opportunities employer committed to recruiting and retaining a diverse workforce.

Privacy Notice (Job Applicants)

We are committed to protecting your personal data and handling it responsibly. The information you provide on this application form will be used solely for recruitment and selection purposes, to assess your suitability for the role, and to communicate with you about your application.

Your data will be processed in accordance with applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. We will only share your information where necessary and will retain it only for as long as required for recruitment purposes.

For full details on how we collect, use, store, and protect your personal data, including your rights as a data subject, please refer to our full Privacy Notice available on our website