



Candidate information for

SENCo and Learning Support Teacher

Hurst



“The Curriculum is challenging and well-matched to pupils’ needs and interests. **This is a significant strength of the school.**”

Independent Schools Inspectorate

Hello + Welcome





Welcome from the Head of College

Hurst is a wonderful place to work and to live. We have a clear sense of our educational values, which underpin our vision for the future. Our mission and purpose as staff is based on a wholehearted commitment to ensuring that every pupil experiences an outstanding all-round education. Through this educational experience we seek to prepare the children in our care for life beyond Hurst.

Our educational philosophy is about far more than just exam grades; a Hurst education is genuinely holistic and rounded. We believe that pupils develop through a full-on engagement with every aspect of school life, whether in the classroom, in boarding and day Houses, or in sports teams, choirs, orchestras, casts, activity sessions, DofE groups and so much more. As such we seek to recruit staff who not only buy into this culture, but who will actively support and coach the pupils in these areas, as well as be role models for the Hurst values in the way that they lead their own lives.

In the same way that we care about the personal development of every single pupil, we also care about the development—personal as well as professional—of every member of staff. This requires a significant degree of commitment, and it comes with huge rewards for those who embrace the challenge. Our 'Teach Hurst' and 'Lead Hurst' programmes are proof of our commitment to our staff, and offer a unique and exciting way to develop a career in teaching. If you have got the potential and the willingness to work hard to fulfil it, then we will provide you with the training, the support and the opportunities to help you get there. You will not be the first to walk down that path, and you certainly won't be the last.

Before you even reach for the application form, I hope that you get a strong sense that being a member of the Hurst community is very much a way of life—not just for the pupils who attend Hurst, but also for the talented, inspirational and dedicated staff who work here. It's more than just a job. It's a vocation. If that appeals to you, then we would love to hear from you and I look forward to meeting you here at Hurst.

Dominic Mott

An introduction to the College

Hurstpierpoint College is one of the country's leading HMC co-educational schools and has a reputation for ensuring that every pupil experiences an outstanding all-round education that prepares them for life.

The College comprises a Sixth Form, Senior School, Senior Prep and Junior Prep with 1,300 pupils in total. Over half the pupils in the Senior School are boarders (weekly or flexi). Hurst is a significant medium-sized enterprise in Mid Sussex with around 480 employees and an annual turnover of £35 million.

What particularly strikes visitors to the College is the vibrant dynamic of our community. Situated within a 140-acre campus, surrounded by beautiful countryside, Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is also just 20 minutes from the city and beaches of Brighton and Hove, whilst London train stations can be reached from Hassocks or Haywards Heath in under an hour.

The central campus is thoughtfully laid out and planned with zones for the Academic, Co-Curricular and Pastoral areas of school life. These all lie at the centre of a superbly equipped broader campus.

Hurst has an excellent academic track record and the vast majority of pupils go on to Russell Group universities including Oxford, Cambridge, and various London Universities, as well as large numbers to Exeter, Bristol and Durham.

Founded in 1849 by Nathaniel Woodard, Hurst is a Church of England College. The Christian ethos underpins College life but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

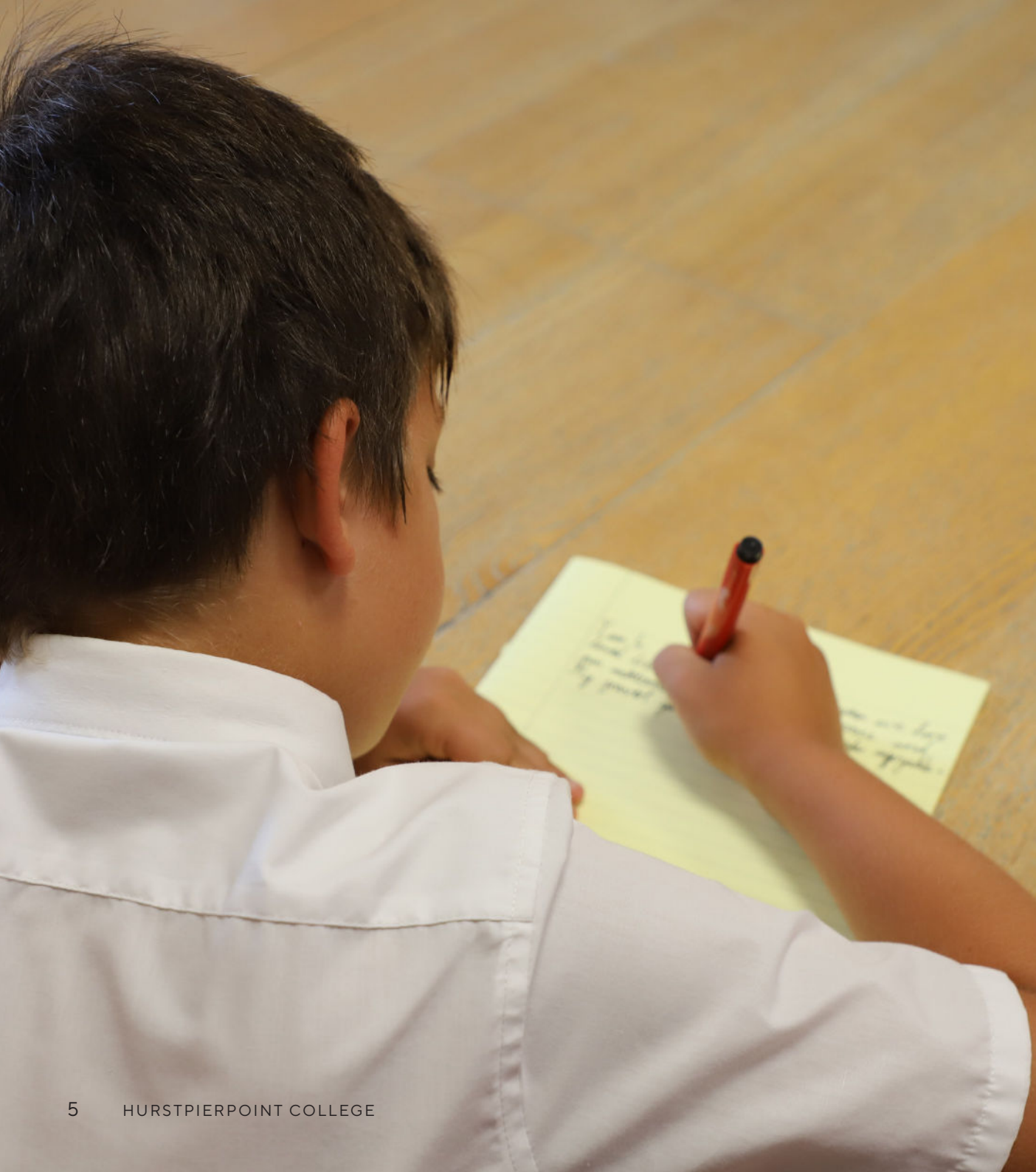
The College is a co-sponsor, together with the Diocese of Chichester, of the newly formed Hurst Education Trust, a local multi academy trust. The Trust currently has four local primary schools, although we envisage that it will grow over time.

Superb facilities

The College has invested heavily in campus developments, including substantial new academic and sports facilities, in addition to an extensive programme of day and boarding house refurbishments.

In the last five years, major developments have included the New Bury Theatre which opened in 2018, Pelican House in 2020, two new science laboratories in 2021, a complete overhaul of the College's catering facilities - completed in 2022 - and an extension to Eagle House and refurbishment of Woodard House in 2023.

Construction is currently underway on a new swimming pool. Future planned developments include upgrading our boarding house facilities, alongside the continued programme of refurbishing the College's existing facilities.



SENCo and Learning Support Teacher

Reporting to: Head of Learning Support Department

Salary: Highly competitive salary dependent on skills and experience

We are seeking to appoint a qualified SENCo and Learning Support Teacher to join the Learning Support Team, to complement and work closely with the existing SENCo and Head of the Learning Support.

The primary role of the SENCo and Learning Support Teacher is to ensure that all students are effectively supported and making expected progress.

Key Qualities

Hurst has a reputation for offering an excellent all-round education with a strong academic core for every child.

Essential experience, skills and qualities

The successful candidate will

Have the ability to work under pressure and remain calm and positive

Have the ability to use ICT as a learning/admin tool in education leadership (Microsoft)

Be understanding of the day-to-day co-ordination of the school's SEN provision through close liaison with staff, families and external agencies

Have unwavering belief in the role of pastoral care and an ability to communicate that passion to staff, pupils and families

Have the ability to navigate the balance and relationship between pastoral care and academic outcomes

Have a proven track record of working effectively with SEN and Neurodivergent students, creating and maintaining high expectations of students

Have the ability to monitor and evaluate SEN teaching and learning and implement strategies for improvement

Have comprehensive knowledge of current assessments and the administration process

Be understanding of specialist assessments (educational psychologist/clinical assessments)

Be understanding of the ethos of the College and commitment to our provision for students with SEN

Be an excellent team-working and communication skills





Role Responsibilities

- To work effectively with students with a range of needs, including complex and challenging needs and all aspects of neurodiversity
- To ensure that students with SEN needs are appropriately supported in order to make expected progress
- To ensure that the College carries out its statutory responsibilities regarding all students with an EHCP
- Set up and monitor systems for identifying, assessing and reviewing SEN and collect and interpret specialist assessment data
- Have the ability to use innovative and implement active teaching methods
- To deliver Inset and staff training in relation to SEN and Neurodiversity
- To create and monitor Individual Learning Plans for complex students
- To support staff in understanding the needs of SEN students by identifying and adopting the most effective teaching practices for students with SEN
- To work closely with the Senior Leadership Team and the Designated Safeguarding Lead in supporting the wellbeing and safeguarding of pupils
- To liaise with staff, parents, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision
- To attend Learning Support Parent Evenings and Information Evenings
- To oversee the Assessment Team and the assessment process
- To monitor referrals to the Learning Support department for students of concern
- To liaise with Admissions and administer pre-assessments for incoming students
- To organise Year 7 entry assessments (liaise with Head of Year, parents, current school)
- To organise specialist assessments with external agencies (collecting evidence)
- To cover LS absence (Senior and Senior Prep)
- To support and guide assessment and SEN provision in the Junior Prep School

Your benefits



Membership of the Teachers' Pension Scheme.

Free dining and refreshment facilities during term time.

Extensive professional development programmes, together with career opportunities across the College and Hurst Education Trust.

Free use of extensive sports and leisure facilities.

Comprehensive health and wellbeing offering including an on-site mind clinic, wellbeing MOTs, Employee Assistance Programme and Chaplaincy.

Contributory BUPA Health Insurance.

Cycle to work scheme.

Social calendar of events.

Free on-site parking.

How to apply



The application process

Interested candidates should submit a covering letter, CV and application form to recruitment@hppc.co.uk

Safeguarding and equal opportunities

Hurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy Documents section of our website.

Information



Further information

For further information please see our website at hppc.co.uk/work-with-us

Applications will be considered as they are received.
