



**RATCLIFFE**  
COLLEGE

Appointment of

**LEARNING SUPPORT TEACHER, SEN CENTRE  
FULL TIME**

**FROM SEPTEMBER 2026**

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GO ANYWHERE.**

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# HEADMASTER'S INTRODUCTION

Welcome to Ratcliffe College.

I am delighted that you are considering applying for a role at our wonderful school. First and foremost, Ratcliffe College is a fantastic place to work. We are blessed with a beautiful physical environment set in almost 200 acres of rolling Leicestershire countryside. Our staff, teaching and non-teaching, work in harness, daily, to provide a safe, secure, and nurturing environment for the children and young people to enjoy. Our collegiality is built on the foundations of the College's Catholic faith, which welcomes everyone with the same universality of warmth and respect, embracing difference and cultivating an authentic community which values everyone equally.

As a Catholic School with a proud Rosminian heritage which has endured since our Foundation in 1847, our aim is to help young people to achieve their greatest potential, guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others. Together, we aim to develop honest, confident, responsible, and compassionate members of society, based on the educational values of Blessed Antonio Rosmini, inspired by our school motto, *Legis Plenitudo Caritas* or Love is the fulfilment of the Law.

At Ratcliffe College, Christ is very much at the centre of all that we do. So, if our Mission resonates, and you believe you can be happy and thrive here, I encourage you to apply and join our team of staff as we fulfil our Mission.

I wish you all the very best of luck with your application.

Yours sincerely,

Kind regards,



Mr J. P. Reddin,  
Headmaster.

# BEGIN HERE, GO ANYWHERE.





# OUR MISSION STATEMENT

**“Learning and Growing in the Light of the Gospel.”**

**With Christ at the centre of our learning we:**

- Help young people to achieve their greatest potential.
- Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others.
- Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini.

**Our core Rosminian values:**

**1. Legis Plenitudo Charitas: Love is the Fulfilment of the Law.**

Our community recognises each individual as a unique part of God’s creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

**2. Rosminian Education pursues the perfection of both human nature and the human person.**

Our students’ intellect and talents are formed by a broad and balanced curriculum, responsive to and supportive of students’ needs and aspirations. Our students’ moral integrity is developed through the teaching, celebration and the living of Christian faith.

**3. Intellectual integrity leads us to the Truth.**

God is the source of all truth. Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

## OUR VISION

To be a leading independent day and boarding school, which is financially secure.



**SCAN THE CODE**  
3-YEAR STRATEGY  
DEVELOPMENT PLAN  
2025-2028.

# ABOUT RATCLIFFE COLLEGE

**Ratcliffe College is an Outstanding Roman Catholic, co-educational, day and boarding school for students aged between 3 and 18 years, founded in 1847 by the Institute of Charity (known as the Rosminians).**

Whilst Ratcliffe operates as a Catholic school, children are welcomed from other denominations and faiths whose parents feel they can share in, and benefit from, the ethos and environment of the College. The majority of students at Ratcliffe are day students drawn from the local catchment area of Leicestershire, Nottinghamshire and Derbyshire.

## **The Senior Leadership Team comprises:**

- **Headmaster**  
Mr J Reddin, BSc, MSc, NPQH
- **Senior Deputy Head**  
Mr K Ryce, BA, MSc
- **Deputy Head Pastoral**  
Mr J Rainer, BA, MA
- **Director of Safeguarding**  
Mr J Masterton
- **Assistant Head Academic**  
Ms J Davis, BA, MSc
- **Assistant Head, Head of Sixth Form**  
Mr B Harrison, BA
- **Head of Preparatory School**  
Mrs S Boccaccini, BSc, MEd
- **Deputy Head of Preparatory School**  
Mrs M Markham, BMus
- **Director of Finance and Operations**  
Mr C Bellamy, HND

## **Ratcliffe College Preparatory School**

Ratcliffe College Preparatory School is a thriving and nurturing environment where children aged 3 to 11 are encouraged to develop a lifelong love of learning. As part of the wider Ratcliffe College community, the Prep School benefits from outstanding facilities, a beautiful campus setting, and access to specialist teaching, ensuring a seamless educational journey from Early Years through to Senior School.

Ratcliffe College Preparatory School provides a rich, well-rounded educational experience that nurtures each child's unique talents and potential. Our dedicated staff are committed to delivering a broad, balanced, and ambitious curriculum that supports academic excellence while nurturing creativity, confidence, and character. Alongside core subjects, pupils enjoy a wide range of specialist-led lessons including Music, French, Spanish, Latin, Drama, Physical Education and Games.

Small class sizes and a strong sense of community allow us to truly know each child and support their individual strengths and needs.

An extensive co-curricular programme, regular trips, and enrichment opportunities further enhance pupils' experiences, helping to develop well-rounded individuals prepared for the next stage of their education. The Preparatory School is an exciting and rewarding place to work. Staff are valued members of a collaborative and forward-thinking team, playing an active role in shaping the character and culture of the school.

## **Boarding Community**

Ratcliffe benefits from a vibrant, warm and welcoming boarding community that has long been part of the School's history. All students are encouraged to participate in boarding during their years at school – as full, weekly, part-time or occasional boarders. Its close-knit community of friends and teachers' is a supportive environment where our young people thrive.

Our boarding community comprises students from both the UK and overseas, including those who join through our partnership with the Academy at Leicester City Football Club.

The College also offers several short-term international boarding programmes throughout the year, including 3–4 immersion taster experiences and an annual International Summer School, all delivered by Ratcliffe staff.

Boarders benefit from a strong pastoral framework. Each student is supported by a Form Tutor who monitors their academic progress and personal development, alongside the care and guidance provided by a dedicated and experienced boarding team.



# the Rosmini Sixth Form Centre



## ACADEMIC EXCELLENCE

Ratcliffe students enjoy an excellent all-round balanced education, underpinned by the College's core Rosminian Catholic ethos.

While students at Ratcliffe have a broad range of ability, academic success is strongly encouraged, valued and recognised; indeed, the greatly improved academic standards in recent years have proved popular both with parents and prospective parents, as reflected in the numbers of students applying to join the College.

Ratcliffe College has repeatedly ranked in the top 10% nationally for value added results at A Level.

A Level results achieved in 2025:

- 45% of A Level grades A\*/A
- 71% grade B or above.
- Ten percent of students achieved A\*/A\*/A or better.
- One in four students achieved A Level or BTEC grades equivalent to A/A/A or higher.

Over 90% of students typically achieve their first choice pathway for life after School. This includes students taking up places at Oxford, Cambridge, and other highly selective Russell Group universities; for Medicine, Dentistry and Veterinary Science; and at universities abroad.

Ratcliffe College has been judged 'Excellent' in all areas (ISI Inspection, 2022).

Read the full Inspection Report [here](#).

# THE BENEFITS OF WORKING AT RATCLIFFE COLLEGE



SCAN THE CODE  
VIRTUAL CAMPUS  
TOUR.



**Free lunch and refreshments**



**Free parking on-site**



**TPS or Defined Contributions Pension Scheme**



**Professional Development opportunities**



**Staff Wellbeing**

- Staff Wellbeing Committee
- Free staff social events
- Access to on-site Medical Care
- Ratcliffe College Community Committee
- Access to the School Counsellor



**Sport and Leisure**

- Free use of the on-site gym (at specified times)
- Leicestershire County Cricket Club family tickets (limited)



# LEARNING SUPPORT TEACHER, SEN CENTRE

We are seeking a compassionate, skilled Learning Support Teacher to join our specialist SEN Centre within our Independent School. The successful candidate will play a key role in delivering high-quality, tailored teaching for students with a range of additional learning needs, helping them to build confidence, independence, and strong foundations for success. The majority of the students will have an Education, Health and Care Plan, and the successful candidate will proactively adapt teaching approaches to enable every student to thrive academically, socially, and emotionally.

This is an exciting opportunity for a committed practitioner to make a meaningful difference to learners who benefit from a personalised and supportive approach.

Our new SEN Centre offers a dedicated, nurturing environment designed to meet the diverse needs of learners who benefit from a more personalised approach, while remaining fully connected to the wider Ratcliffe community. This specialist provision provides tailored support, structured teaching, and a calm, purposeful setting where pupils can grow in confidence and independence. At the same time, students continue to access the rich academic, spiritual, and co-curricular life of Ratcliffe College, ensuring they feel valued, included, and part of our whole-school family. This integrated model allows each young person to thrive academically, socially, and emotionally, supported by a highly skilled team committed to outstanding inclusive practice.

**Salary:** Ratcliffe Pay Scale plus Ratcliffe Allowance. The Ratcliffe Allowance is on a sliding scale presently ranging from £1,591 to £10,397, depending on the experience of the teacher (reviewed annually).



# JOB DESCRIPTION

Job Title: Learning Support Teacher SEN Centre

Responsible to: SENCo

Accountable to: Senior Deputy Head

Job Purpose: The Learning Support Teacher will work within the school's specialist SEN provision to support pupils with Special Educational Needs, including those with Education, Health and Care Plans (EHCPs).

## Main Duties and Responsibilities

### Teaching Role:

- Plan and deliver high-quality, teaching programmes for students with Special Educational Needs, in small-group lessons within the SEN provision and, where appropriate, in mainstream classrooms.
- Design and adapt schemes of work, lesson plans, and resources to ensure learning is accessible, appropriately challenging, and aligned with pupils' needs, strengths, and EHCP outcomes.
- Use a range of evidence-based teaching strategies to support pupils with diverse profiles, including ASD, dyslexia, ADHD, speech and language needs, and social, emotional, and mental health difficulties.
- Scaffold learning effectively to develop students' literacy, numeracy, executive functioning, and study skills, promoting increasing independence and confidence over time.
- Assess students' learning regularly using formative and summative approaches, and use assessment information to inform planning, intervention, and next steps.
- Monitor and track pupil progress against curriculum objectives and EHCP outcomes, maintaining clear and accurate records to support reviews and reporting.
- Work collaboratively with subject teachers to support curriculum access, advising on differentiation, reasonable adjustments, and inclusive classroom strategies.
- Support students in developing self-regulation, organisation, and resilience to enable successful participation in mainstream lessons and wider school life
- Prepare students for examinations and assessments by teaching revision strategies, exam techniques, and study skills, and by supporting the effective use of exam access arrangements where appropriate.
- Maintain high expectations of student engagement, behaviour, and achievement, fostering a positive, supportive learning environment within the SEN provision.
- Provide written reports and evidence for EHCP Annual Reviews, including progress against outcomes and recommendations for future provision.
- Attend and contribute professionally to Annual Review meetings, working collaboratively with SENCO, parents/carers, students, and any relevant external professionals.
- Assist in gathering and maintaining evidence for exam access arrangements and EHCP-related provision
- Promote independence, self-esteem, and resilience among students, whilst instilling preparing for adulthood themes.
- Support students with transition into and out of the school.
- Uphold safeguarding responsibilities and contribute to a safe, supportive learning environment.
- Provide frontline pastoral care for students, ensuring their welfare and escalating concerns to relevant staff when needed.
- Work collaboratively with the SENCO to ensure effective transition of new students into the centre.

### Liaison Role:

- Communicate effectively with parents/carers regarding student progress and support strategies.
- Contribute to staff training and the sharing of good practice in inclusive teaching.

Undertake any additional duties as may be reasonably delegated by the Headmaster, or SLT

# PERSON SPECIFICATION

|                                   | Essential   | Desirable   |
|-----------------------------------|---|---|
| <b>Qualifications</b>             | <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> </ul>  | <ul style="list-style-type: none"> <li>• Holds a postgraduate qualification for teaching students with SEND</li> </ul>                              |
| <b>Skills</b>                     | <ul style="list-style-type: none"> <li>• Excellent oral and written communication skills</li> <li>• Excellent interpersonal skills in relation to staff, students and parents</li> <li>• Good organisational skills</li> <li>• Knowledge, understanding and competence in ICT</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience of using/understanding specialist assessments</li> </ul>  |
| <b>Knowledge &amp; Experience</b> | <ul style="list-style-type: none"> <li>• Experience of delivering high quality specialist teaching to students with a range of Special Educational needs and disabilities including those with EHCPs</li> <li>• Wide knowledge and understanding of the barriers to achievement faced by learners with SEND</li> <li>• Wide knowledge and understanding of strategies/interventions to support students to overcome barriers to achievement</li> <li>• Commitment to, and evidence of, continuous professional development relating to SEND</li> <li>• Knowledge of SEND Code of Practice</li> <li>• Experience of working with local authorities SEN departments.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of developing and/or delivering specialist interventions to support literacy skills.</li> </ul> |
| <b>Ability</b>                    | <ul style="list-style-type: none"> <li>• Ability to support the development of literacy skills at Key Stages 3 and 4</li> <li>• Ability to work collaboratively with the Head of Learning Support and Deputy SENDCo to deliver the highest possible standards of support for students with SEND</li> </ul>  | <ul style="list-style-type: none"> <li>• Ability to support the development of numeracy skills at Key Stages 3 and 4</li> </ul>                     |
| <b>Personal Qualities</b>         | <ul style="list-style-type: none"> <li>• Dedicated and conscientious</li> <li>• Positive, enthusiastic and flexible attitude</li> <li>• Ability to motivate and inspire students and staff</li> <li>• Approachable, sincere and empathetic in maintaining appropriate and supportive relationships with students</li> <li>• Flexibility, initiative and creativity in adapting to the needs of students</li> <li>• A willingness to be involved in the pastoral care of students</li> <li>• Commitment to safeguarding and the welfare of students</li> <li>• Commitment to the ethos and aims of Ratcliffe College</li> </ul>  | <ul style="list-style-type: none"> <li>• Ability and willingness to contribute to, and support the School's co-curricular programme</li> </ul>      |

# HOW TO APPLY

1

## COMPLETE AN ONLINE APPLICATION FORM

[Visit our vacancies page.](#)

Please follow the link above to visit the main vacancies page on our school website. Search for the vacancy you wish to apply for, complete the online application form in full and submit it to us before the closing date.

2

## INVITED TO INTERVIEW

If you do not hear anything further within two weeks of the closing date, please assume that you have not been successful on this occasion.

Ratcliffe College reserves the right to interview and appoint ahead of the closing date.



# RATCLIFFE TERMS

## **Child Protection**

Ratcliffe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This role is exempt from the Rehabilitation of Offenders Act 1974, and applicants are required to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules), in order to assess their suitability to work with children.

For further information, please see the [Recruitment, Selection and Disclosures Policy](https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974) and <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The College is also registered for the processing of personal data in accordance with the Data Protection Act 1998. Such checks are required in accordance with the Recruitment, Selection and Disclosures policy and the Data Protection policy. Copies of these policies may be obtained from the Director of Finance and Operations upon request.

## **The appointment is subject to satisfactory:**

- References, of which one must be from a current or most recent employer if not currently in employment
- Disclosure and Barring Service check (including children’s barred list check if appropriate)
- Open source check
- Proof of identity
- Right to work check
- Qualifications check
- Health screening





EST. 1847

# RATCLIFFE

COLLEGE

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