



RATCLIFFE
COLLEGE

EST. 1847

Appointment of

**PREP SCHOOL SENCO / LEARNING
SUPPORT - 0.6 FTE**

FROM SEPTEMBER 2026

**BEGIN HERE,
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)



PREP SCHOOL SENCO / LEARNING SUPPORT - 0.6 FTE

We are seeking a motivated and knowledgeable SENCo to oversee our learning support provision within a thriving Preparatory school. In close collaboration with, and reporting to, the Senior School SENCo, the postholder will play a key role in securing continuity of provision and smooth transitions for pupils with additional needs.

This position provides a valuable opportunity for a dedicated professional to help shape high-quality learning support provision in a caring school community that places pupil wellbeing and whole-child development at its core.

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: Prep School SENCo/Learning Support

Responsible to: SENCo

Accountable to: Senior Deputy Head

Job Purpose: The SENCo will lead and manage the provision for pupils within the Prep School with special educational needs and disabilities (SEND), ensuring that all pupils receive high-quality, inclusive education and are supported to achieve their full potential.

Main Duties and Responsibilities

SENCo Role

- Working with the Head of Learning Support, ensure that the legal requirements of the SEND Code of Practice are met within the Prep School.
- Ensure EHCP annual reviews for pupils in the Prep School are completed to a high standards, are person centred and meet statutory requirements
- Maintain the SEND Register & Monitoring Register and ensure this is shared with all staff and discussed regularly with the Head of Learning Support.
- Through feedback from staff, and review of assessments, provide early identification of potential underlying needs
- Complete assessments with pupils to provide further evidence of an underlying need.
- Keep SEN information on provision map and any other relevant systems, up to date to ensure teaching staff are fully aware of how to support a pupil in their class.
- With discussion with Head of Learning Support, reply to EHCP consultations from the local authority.
- Provide advice and guidance to parents around the diagnosis pathway.
- Gather and collate information from teaching staff to share with external professionals involved in assessing pupils' needs or diagnoses.
- Identify appropriate and impactful interventions and plan their implementation, minimising any disruption to classroom learning.
- Carry out pupil observations and gather information for internal use and for sharing with external professional.
- Where appropriate, liaise with the local authorities to apply for top-up funding to support a pupil.
- Review pupil progress to ensure on track and to aid the early identification of SEN
- Review Educational Psychologist and other professional reports in a timely manner, ensuring key information is disseminated and SEN profiles are updated accordingly.
- Work closely with the Head of Learning Support to ensure Year 6 pupils with SEN are well prepared for their transition to secondary school.
- Complete transition documentation and share relevant information with the Head of Learning Support.
- Meet weekly with the Head of Learning Support to review pupils on the SEN register and discuss any pupils of concern.
- Identify pupils in Years 4 and 5 for whom transition to secondary school may present challenges, and collaborate with the Head of Learning Support and Senior Deputy Head to plan and manage appropriate next steps.
- Line manage the 1 to 1 TAs, ensuring high quality delivery and impactful support.

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.
- Act as the first point of contact for parents/carers of pupils with SEND
- Liaise with teaching staff, providing advice and guidance on supporting pupils and adapting teaching approaches
- Liaise with SMT providing information regarding pupils on SEN register or potentially have a need.

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

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • National Award for SEN Coordination (NASENCo) or equivalent 	<ul style="list-style-type: none"> • Relevant qualifications in SEND
Skills	<ul style="list-style-type: none"> • Excellent oral and written communication skills • Excellent interpersonal skills in relation to staff, students and parents • Good organisational skills • Knowledge, understanding and competence in ICT 	<ul style="list-style-type: none"> • Experience of using/understanding specialist assessments
Knowledge and Experience	<ul style="list-style-type: none"> • Wide knowledge and understanding of the barriers to achievement faced by learners with SEND • Knowledge of the assessment pathway for students with SEND • Wide knowledge and understanding of strategies/interventions to support students to overcome barriers to achievement • Proven experience of supporting pupils with a range of SEND needs • Experience of leading intervention programmes and monitoring their impact. • Commitment to, and evidence of, continuous professional development relating to SEND • Knowledge of the SEND code of practice • Knowledge of early intervention approaches and early identification of SEND • Evidence of ongoing professional development in SEND, inclusion, child development, or related areas 	<ul style="list-style-type: none"> • Knowledge of a variety of standardised assessments including • Previous experience as a SENCo
Ability	<ul style="list-style-type: none"> • Ability to support the development of literacy skills at EYFS, KS1 and KS2 • Ability to work collaboratively with the SENDCo to deliver the highest possible standards of support for students with SEND • Ability to manage competing priorities calmly and effectively 	<ul style="list-style-type: none"> • Ability to support the development of numeracy skills at EYFS, KS1 and KS2
Personal Qualities	<ul style="list-style-type: none"> • Dedicated and conscientious • Positive, enthusiastic and flexible attitude • Ability to motivate and inspire students and staff • Excellent communication and interpersonal skills, capable of building positive relationships with pupils, families, and staff • Approachable, sincere and empathetic in maintaining appropriate and supportive relationships with students • Flexibility, initiative and creativity in adapting to the needs of students • A willingness to be involved in the pastoral care of students • Passionate about inclusion and supporting pupils to thrive academically, socially, and emotionally • Commitment to safeguarding and the welfare of students • Commitment to the ethos and aims of Ratcliffe College 	<ul style="list-style-type: none"> • Ability and willingness to contribute to, and support the School's co-curricular programme

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](#) 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





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RATCLIFFE
COLLEGE

Ratcliffe College, Fosse Way, Ratcliffe on the Wreake, Leicester, LE7 4SG

 www.ratcliffecollege.com  HR: 01 509 817089  HR@ratcliffecollege.com

