



**FARNBOROUGH HILL**  
WHOLEHEARTEDLY

*from the Headmistress*  
Mrs Maria Young MA PGCE

## SENCO AND HEAD OF LEARNING SUPPORT

### Background to the School

Farnborough Hill is an independent Catholic day school and a member of the Girls' Schools Association, Independent Schools' Association and CISC. It welcomes pupils and staff of all faiths and no faith, provided they are in sympathy with the ethos of the School.

Located on the Hampshire/Surrey border, the School has excellent transport links, both by train and road being about a 10 minutes' walk from Farnborough Main station.

Farnborough Hill is committed to the education of the whole person. The School places great emphasis on the all-round personal growth of its pupils. It aims for academic excellence as well as ensuring that pupils play a full part in school life and have the opportunities to develop their co-curricular interests.

The School offers Academic, Art, Drama, Music and Sports Scholarships at 11+ as well as means-tested bursaries for families in need of financial assistance. Sixth Form Scholarships are awarded on the basis of open examination, as well as for excellence in Creative Arts, Music, Performing Arts and Sport.

In 2025 our A level pupils once again achieved impressive results with an excellent 50% of all grades at A\*/A and 76% A\*-B. Our GCSE results were also excellent with 48% of grades awarded at 9-7.

The School's aim is to engage wholeheartedly in all activities, challenges and opportunities. This is achieved through our pastoral care and encouragement of each individual. This is a strength of Farnborough Hill and we see it as an essential part of our caring, Christian ethos. Parents greatly appreciate this and see it as an important ingredient when choosing to send their daughters here.

The School is housed in the historic home of the ex-Empress Eugenie of France, to which much purpose-built school accommodation, such as the sports hall, swimming pool, Art and Design Technology Centre, modern laboratories, theatre, a music suite and hockey all-weather pitch have been added, with an inspiring new Sixth Form Centre which opened in September 2022. These facilities sit within approximately 65 acres of parkland making it a tranquil and inspiring place to work, alongside a forward-looking and ambitious Senior Leadership Team and governing body.

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"EDUCATING THE WHOLE PERSON"  
since 1889



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### **The post of SENCO and Head of Learning Support**

We are offering an exciting opportunity for a SENCO and Head of Learning Support. The role is a part-time position, 15 hours per week (there is flexibility over how these days are structured, which will be discussed at interview), Term Time Only plus INSET days, and could be combined with a subject teaching role, if a suitable opening is available, to make a full-time role. Valuing neurodiversity and the development of the whole person are central to Farnborough Hill's ethos and approach; we are seeking a strategic, energetic, adaptable and compassionate SENCO and Head of Learning Support to lead our SEND provision throughout the School.

You will oversee an accurate SEND register, ensure evidence-based admissions assessments and drive high-quality, responsive teaching that enables all our pupils to exceed baseline expectations. A proactive collaborator, you will work across departments to ensure a clearly sequenced curriculum and parity of progression for every learner on the Learning Support Register. You will line manage the Learning Support team, overseeing their professional development, manage examination Access Arrangements, and coordinate departmental quality assurance. You will also maintain strong working relationships with our team of associated SEND professionals. You will devise and deliver a programme of appropriate training for teaching staff so that our pupils with SEND are supported at every point in their educational journey.

The Learning Support team currently consists of a SEND Assessor and Specialist Support, Peri Learning Support, and, in addition, there are a number of recognised associates. There is also an Administrative Assistant who is line managed by the Headmistress's PA.

### **Skills, Knowledge and Experience**

- Qualified Teacher Status (QTS);
- NPQ for SENCOs (or NASENCO if completed before 2024). NB New appointees must complete the NPQ within 36 months of taking up the role;
- Substantial experience in secondary teaching and evidence of middle or senior leadership responsibilities or a comparable whole-school role;
- Expert-level knowledge of the SEND Code of Practice (0–25) and the Equality Act 2010;
- High emotional intelligence, resilience, and the ability to manage difficult conversations with stakeholders;
- Experience of teaching SEND pupils, ideally within the 11-18 age group;
- Knowledge of the current JCQ Regulation and Access Arrangements provision
- Strong organisational and time management skills;
- Professionalism, reliability, trustworthiness and confidentiality;
- Being a team player as well as able to take a lead role;
- Supporting and being an ambassador for the Schools' Mission Statement;
- Being a good communicator and motivator;
- Consistently having a positive and constructive approach and attitude;
- Being a reflective practitioner who actively keeps up to date with research and trends in Learning Support and teaching and learning generally;
- Working effectively with teachers, pupils and parents
- Contributing to the wider life of the school
- Having up to date knowledge of current legislation/statutory requirements and the regulatory requirements for SEND in relation to school inspections.

### **Terms and Conditions**

The appointment will be to start in September 2026. The post is part-time, 0.5 FTE. There is flexibility over how these days are structured which will be discussed at interview together with the salary,



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which is according to experience and qualifications. Salaries are inclusive of holiday pay and are paid monthly. We offer a contributory pension scheme, Death in Service cover, on-site parking, and a remission of fees for a daughter attending the school, subject to the usual standards and procedures for admission.

In accordance with the school's current employment procedures, the first six months of the appointment will be probationary.

All staff are expected to be in sympathy with and supportive of the ethos of the school as set out in our Mission Statement. They are expected to be committed to the safeguarding and promotion of the welfare of children and young people.

Further information about the School, and Job Description, can be found on our website. [www.farnborough-hill.org](http://www.farnborough-hill.org)

Salary according to qualifications and experience on Farnborough Hill's own generous pay scale.

**Farnborough Hill is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Successful applicants will be required to undergo the appropriate DBS Code of Practice check.**

**If you require any further information about this post or the School please telephone Melanie Clark, the Headmistress's PA, in the first instance, on 01252 545197.**

**To apply please complete the Application Form, which is available from our website, and submit it to the Headmistress via email to [hmsec@farnborough-hill.org](mailto:hmsec@farnborough-hill.org)**

**Please apply as soon as possible as applications will be considered upon receipt; we reserve the right to interview/appoint before the closing date.**

**Closing Date:** 9.00 am on Monday 18 May 2026 – however if interested in applying for the role please submit your application as early as possible as it will be considered upon receipt

**Interviews:** Interviews will take place during w/c Monday 18 May 2026

**Start Date:** September 2026