



Newfield
Inspire | Support | Achieve | Together

CANDIDATE INFORMATION BROCHURE

Class Teacher and SENCO Lead

Lifelong Learning for All



FULL TIME • PERMANENT • Main Pay Range to UPR3 plus up to SEN 2 allowance

Start January 2027 | Apply by Wednesday 14th October 2026

A welcome from the Headteacher

Dear Applicant,

Thank you for your interest in joining Newfield School. I hope this brochure helps you understand both the opportunity and the community you would be joining.

Newfield is a warm, ambitious 4–19 specialist school at the heart of Blackburn. We are proud of our pupils, our families and the expertise of our staff. We are also entering an important period of development: our provision is growing and, from September 2027, will include additional Key Stage 3 and 4 places in Blackburn town centre.

Our shared vision is Lifelong Learning for All. We want every pupil to experience purposeful learning, high expectations and the right support to communicate, participate and become increasingly independent.

Please explore the information that follows. If our values and ambitions resonate with you, I would be delighted to receive your application. To arrange an informal conversation, contact recruitment@newfield.blackburn.sch.uk or call 01254 588600.

Yours sincerely,

Rachel Kay
Headteacher

LIFELONG LEARNING FOR ALL

About our school

Newfield School is a 4–19 specialist school serving approximately 270 children and young people with a wide range of learning needs. Our vision shapes how we think about pupils, staff and the community around us.

Developing learners

Our provision begins with understanding how each pupil learns. Communication, regulation, sensory and physical needs, relationships and belonging are among the conditions that make learning possible. We adapt curriculum, teaching, environments and support so that challenge is ambitious, meaningful and rooted in individual starting points.

Developing capacity

Adults must keep learning if pupils are to do the same. Newfield is a learning organisation where staff remain curious, reflective and evidence-informed. Coaching, professional enquiry and shared expertise help us improve practice. Leadership is distributed: colleagues are trusted and empowered to act, with clear expectations, thoughtful assurance and accountability for impact.

Developing community

Learning extends beyond the school gates. Families bring essential knowledge of their children and lived experience; school contributes educational and specialist expertise. Working with families, services and community partners allows us to create coherent support, richer opportunities and meaningful pathways into adulthood.

Different destinations. Equal ambition.

Success will not look the same for every pupil. Our responsibility is to understand what could become possible next and to find a way forward together.

Our commitment to independence is captured in a long-standing Newfield principle: never do anything for a pupil that they can, could or should do for themselves. We provide the right support, create genuine opportunities and know when to step back so pupils can communicate, choose, participate and achieve more for themselves.

JOB ADVERT

Teacher and SENCO Lead

Full Time – Permanent

Main Pay Range to UPR3 plus up to SEN 2 allowance

Newfield School is an impressive, well-resourced special school in Blackburn, Lancashire, providing high-quality specialist education, care and therapy for children and young people aged 4-19 with a wide range of needs, including autism, PMLD, SLD, complex medical needs, sensory impairments and physical disabilities.

Due to the continued growth of the school, we are seeking to appoint a SENCO Lead who will potentially cover classes where needed across any area of our provision. The role will develop over time and the person appointed will be supported by a senior leader across a comprehensive onboarding process.

We would particularly welcome applications from teachers with a background in, or interest in, physical development, sensory integration and music and the arts.

This post provides an excellent opportunity for teachers who are interested in working in a specialist setting and offer exciting opportunities for professional development and personal growth in support of our vision of **lifelong learning for all**.

At Newfield, we believe every child deserves to feel safe, understood and successful. We are looking for exceptional teachers to join our values-led school community built on high expectations, calm consistency and a deep commitment to children.

Our vision is to create a school where children thrive because adults work relationally, think carefully and act with clarity, dignity and purpose. Our mission is to give every child the education they deserve - through trust, structure, ambition and unwavering care.

We believe that children learn best when they are well regulated, well supported and surrounded by adults who hold high expectations with warmth, clarity and consistency. Our approach is rooted in the understanding that behaviour is communication, relationships matter, and learning must be built on trust, safety and belonging.

We are building a school where values are lived in practice every day. We want staff who are reflective, resilient and committed to improving outcomes for children with additional needs. We are looking for professionals who value teamwork, embrace challenge, and believe that great teaching starts with great relationships.

We welcome applications from teachers who are creative, passionate and motivated to deliver high standards in education, and who wish to join our friendly, supportive and dedicated school community from January 2027.

We are particularly keen to hear from teachers who:

- are passionate about improving outcomes for children and young people with additional needs
- have knowledge in relation to SEND legislation, practice and policies including statutory duties
- have high expectations and a strong sense of professional responsibility
- can build trusting relationships with pupils, families and colleagues
- understand the importance of regulation, consistency and relational practice
- are reflective, resilient and committed to continual improvement

- want to contribute to a strong team culture, rather than work in isolation

We believe skills can be learned however what matters most is that you share our values, our ambition and our belief that children deserve the very best from the adults around them.

In return, we offer an excellent initial and ongoing bespoke programme of training and mentoring for successful applicants. You will join a school that is ambitious for its pupils and its staff, committed to evidence-informed practice, and serious about professional development, support and continuous improvement.

If you feel you are at a stage in your career where you would relish this challenge, we would be delighted to hear from you.

Informal discussions with the Headteacher, Rachel Kay are welcome. Please call the school on 01254 588600 to arrange a call with the Headteacher.

If you wish to apply and find out more about our school visit the staff section of our website [Newfield School | Blackburn | Home Page](#)

Application forms should be returned by email to recruitment@newfield.blackburn.sch.uk or by post to Recruitment Team, Newfield School, Old Bank Lane, Blackburn BB1 2PW

The Closing date for applications is Wednesday 14th October 2026

Interview dates: Thursday 22nd October 2026

Newfield School is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all staff and volunteers to share this commitment.

*Please note that, in line with **Keeping Children Safe in Education 2026**, an online search will be carried out as part of our due diligence on shortlisted candidates.*

This post is exempt from the Rehabilitation of Offenders Act 1974. Any offer of employment will be subject to a satisfactory Disclosure and Barring Service check. The check will include cautions, reprimands, final warnings and convictions.

Please note that incomplete applications will not be considered.

Application and key dates

Post	Teacher with SENCO
Terms	Full time, permanent Main Pay Range to UPR3 plus up to SEN 2 allowance
Start	January 2027
Closing date	Wednesday 14 th October 2026 at 5pm