



**SCG.**

**Your Complete Partner in  
Education & SEND Recruitment**

01772 954200  
spencerclarkegroup.co.uk



Best Public/Third Sector  
Recruitment Agency



Recruitment Agency  
of the Year



Best Temporary  
Recruitment Agency



Best Company to  
Work for

Who We

# Work With

- Mainstream Primary Schools
- Mainstream Secondary Schools
- SEND Schools
- PRUs and Alternative Provision Schools



- EYFS and Nurseries
- Multi Academy Trusts
- Colleges
- Local Authorities

# Welcome to **Spencer Clarke** Group.

Established in 2017, we are a dynamic, ambitious, and award-winning education recruitment agency based in the heart of the North West.

Our dedicated team of specialists supports schools, nurseries, multi-academy trusts and local authorities with tailored recruitment solutions across the full education landscape. From Teaching Assistants to Teachers, SENCOs to Educational Psychologists, and Headteachers to Directors of Education, we can supply exceptional and talented individuals across the UK.

In 2024, we were honoured with three prestigious industry awards - including Recruitment Agency of the Year at the Recruiter Awards - a recognition of the hard work, passion and commitment that define our team.

In 2025, we also won Best Public/Third Sector Recruitment Agency and Best Temporary Recruitment Agency at the Recruiter Awards.



# What Sets Us Apart



Comprehensive pool of experienced teaching, support and facilities professionals



Unrivalled expertise within school recruitment



Regular school visits to ensure your needs are always being met



Contact us from 7am for last minute cover



Candidates available on a temporary, permanent or temp-perm basis



75% of our team are fully qualified Teachers and Teaching Assistants



Dedicated compliance support



Award winning recruitment agency

# An Unwavering Commitment to **Safeguarding**

We are APSCo Compliance+ Education accredited (with a first-time score of 99.58%) which demonstrates our commitment to providing schools and teaching professionals with the highest possible standards of safeguarding and service.



# Primary Schools

## Key Contacts



**Jimmy Callagher**

Managing Consultant  
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**Supports schools in these areas**  
Fylde Coast, Preston



**Joseph Chanter**

Senior Consultant  
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**Supports schools in these areas**  
South Ribble, West Lancashire,  
Liverpool, Sefton, Wirral



**Jolie Moon**

Recruitment Consultant  
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**Supports schools in these areas**  
East Lancashire, Lancaster

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## Typical jobs we recruit for

- ▶ Teachers
- ▶ Teaching Assistants and 1:1 Support
- ▶ Cover Supervisors
- ▶ School Business Managers
- ▶ School Administrators & Receptionists



“It’s been a relief knowing that we can rely on Spencer Clarke Group when needing staff and this takes the stress and panic away that we won’t have the staff coverage.”

School Business Manager, Church of England Primary School

# Secondary Schools

## Key Contacts



**Liam Jones**

Managing Consultant and Designated  
Safeguarding Lead  
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**Supports schools in these areas**

Preston, Chorley, East Lancashire,  
West Lancashire

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**Matt Byrne-Fraser**

Lead Consultant  
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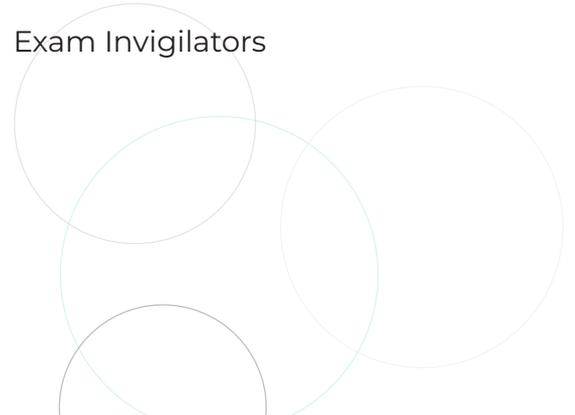
**Supports schools in these areas**

North West



## Typical jobs we recruit for

- ▶ Teachers (Subject specialists)
- ▶ Teaching Assistants and 1:1 Support
- ▶ Cover Supervisors
- ▶ SENCOs
- ▶ Exam Invigilators



# Secondary Schools

## Key Contacts



**Denni Marie-Bassett**

Senior Consultant  
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**Supports schools in these areas**  
East Lancashire, Manchester



**Maisie Loftus**

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**Supports schools in these areas**  
Liverpool, Wirral



**James Fletcher**

Recruitment Consultant  
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**Supports schools in these areas**  
Greater Manchester

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“As required, they supplied Teaching Assistants and Cover Supervisors and their services had a positive impact and enabled us to continue teaching lessons to the standard set.”

**Office Manager, High School**



# SEND, PRU and Specialist Provision Schools

## Key Contacts



**Jamie Heath**

Regional Director  
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**Supports schools in these areas**  
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**Kaylah Henderson**

Recruitment Consultant  
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**Niall Murphy**

Regional Divisional Manager  
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**Supports schools in these areas**  
Manchester



**Olivia Bullock**

Senior Consultant  
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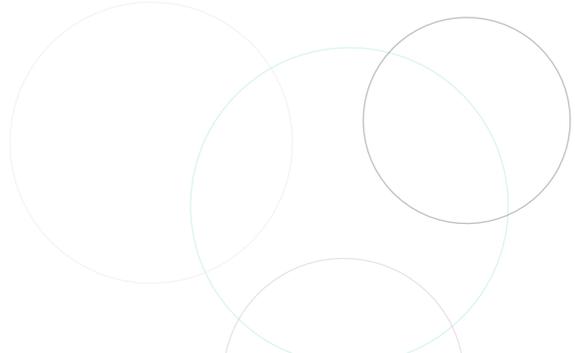
**Supports schools in these areas**  
South Manchester



**Paul Best**

Managing Consultant  
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**Supports schools in these areas**  
Lancashire





**Emily Walton**

Senior Consultant  
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**Supports schools in these areas**  
Lancashire, Merseyside

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**Liam Richmond**

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**Supports schools in these areas**  
Manchester, Merseyside, Cheshire



**Josh Clair**

Lead Consultant  
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**Supports schools in these areas**  
Greater Manchester



## Typical jobs we recruit for

- ▶ SEND Teachers
- ▶ SEND Teaching Assistants and 1:1 Support
- ▶ SENCOs
- ▶ Alternative Provision Managers
- ▶ Behaviour and Attendance Advisors



“They have recruited and sent suitable staff, a number of whom we have kept on due to their high calibre and success in supporting the complex needs of our pupils.”

**Deputy Headteacher, Primary School**

# EYFS and Nurseries

## Key Contacts



**Olivia Bullock**

Senior Consultant  
ob@spencerclarkgroup.co.uk

**Supports nurseries in these areas**  
South Manchester

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## Typical jobs we recruit for

- ▶ Level 3 Nursery Practitioners
- ▶ Qualified Nursery Assistants
- ▶ EYFS Practitioners
- ▶ Nursery Practitioners (Adhoc)
- ▶ Nursery Practitioners (Day to day)



“

“They go above and beyond what is expected of them, especially the early morning ‘shouts for help’ due to staff absences that I have often sent. Their knowledge of what is expected of an EYFS practitioner is second to none.”

**Nursery Manager, Lancashire**

# Senior Leadership

## Key Contacts



**Matt Byrne-Fraser**

Lead Consultant  
mbf@spencerclarkegroup.co.uk

**Supports schools and multi-academy trusts in these areas**  
Nationwide

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## Typical jobs we recruit for

- ▶ Headteachers and Executive Headteachers
- ▶ Deputy Headteachers
- ▶ Assistant Headteachers
- ▶ School Improvement Advisors
- ▶ Behaviour Managers



“Matt Byrne-Fraser is the consummate professional. He has good communication with timely responses and provides quality staff. Matt understands the needs of our school and it is a pleasure doing business with him. Spencer Clarke Group provides exceptional service during and after needs are met. I would highly recommend Matt and the team to any other school.”

**Office Manager, High School**

# Clinical

## Key Contacts



**Richard Shorrock**  
Associate Director  
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**Supports schools in these areas**  
South of the UK

**Supports schools with**  
Junior to executive level interim SEND professionals



**Natalie Boaler**  
Managing Consultant  
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**Supports schools in these areas**  
Nationwide

**Supports schools with**  
Educational Psychologists, Doctors, Clinical Psychologists, specialists in the health and social care system



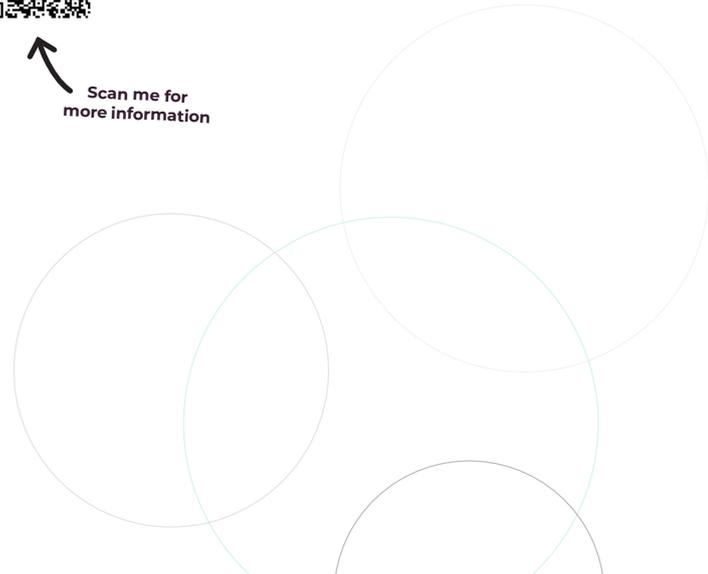
**Dane Matthews**  
Senior Consultant  
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**Supports schools in these areas**  
North of the UK and the Midlands

**Supports schools with**  
Junior to executive level interim SEND professionals



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## Typical jobs we recruit for

- ▶ Educational Psychologists
- ▶ Speech and Language Therapists
- ▶ Occupational Therapists
- ▶ SEND Case Officers
- ▶ EHCP Coordinators



## We can provide professionals to support education providers in a number of areas including:

- ▶ Clearing backlog of Annual Reviews
- ▶ Locum and Associate Educational Psychologists
- ▶ Education commissioning
- ▶ Supporting local authorities with Safety Valve and Delivering Better Values (DBV) programs
- ▶ Strategy and improvement plans for Alternative Provision
- ▶ Post 16 transitions into further education
- ▶ Quality assurance for SEND audits
- ▶ Preparing for inspections and writing Statements of Actions (SoA)

# School Facilities

## Key Contacts



**Emma Dobson**

Managing Consultant  
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**Supports schools in these areas**  
Nationwide



**Cameron Nicholls**

Senior Consultant  
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**Supports schools in these areas**  
Lancashire

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## Typical jobs we recruit for

- ▶ School Cleaners
- ▶ Administrative and Clerical Staff
- ▶ School Caretakers and Maintenance Staff
- ▶ School Cooks
- ▶ Painter and Decorators



“Spencer Clarke Group helped us by recruiting a very good Caretaker who we later employed full-time as our Site Manager. They were a pleasure to deal with!”

**Business Manager, SEND High School**



Why Schools Love

# Working With Us

“We were facing the challenge of managing a significant intake of new pupils. This sudden increase put a strain on our existing resources and required additional staff to ensure that we could maintain a high standard of education and support for all students.

Spencer Clarke Group provided an effective solution to our staffing challenge by supplying high-quality staff on a short-term basis. They took the time to understand our specific needs and promptly sent experienced professionals who seamlessly integrated into our team.

Spencer Clarke Group’s services have improved our operational efficiency. By providing qualified staff on a short-term basis, they alleviated the workload on our existing team, reducing stress and preventing burnout.”

**Deputy Head, SEMH School**

# Why Schools Love

# Working With Us



“At times we can be a very busy, fast paced and growing environment that requires additional staffing. The staff required can range from Teaching Assistant support to teaching staff on a long term and short term basis. In addition to subject specialisms we require staff who have the skills to work with learners with complex needs.

I am very lucky to have only worked with Niall Murphy and his team at Spencer Clarke Group. Other staff have said the approachable manner of the company and their consistent support has made them our first choice.

Niall has really taken the time to get to know the individual requirements of each site. Our structure is complex with staff teaching across multi-sites and his own experience of teaching in a similar PRU environment has meant he has an insight into what skills a member of staff requires to work in a PRU.

Niall recognises the needs of our learners and the whole school ethos and values. We communicate regularly so we can forward plan and discuss any changes required. His staff have access to CPD to support them in their role and we have been able to expand to meet the needs of our learners and provide them with the best experience.”

**Deputy Headteacher, PRU in Lancashire**

# Building Brighter Futures:

## From Early Years to Lifelong Careers

As a recruitment agency, our core purpose and competency is to connect individuals to great career opportunities. However, in socially deprived areas, some people face disadvantages from an extremely early age which can hinder their career prospects later in life.

The five core aspirations of our CSR strategy is to take a holistic approach and drive change from an early age to help families break free from generational poverty cycles. With the right support and skills in place, children can dream and build a brighter future for themselves.

## Core Aspirations

- Support early years development to lay the foundation for lifelong learning, health, and wellbeing
- Support basic needs which are essential for survival and wellbeing
- Champion people and diversity
- Support individual career growth
- Protect the environment and achieve net zero emissions by 2045

CSR

# Highlights



As part of our 'Big Community Build' initiative, we renovated an entire playground at Mereside Primary Academy to create five learning zones. This included a construction zone, an outdoor library, a music wall, an art wall and a curiosity shed to ignite their imaginations.

Supported family charity Home-Start Blackpool, Fylde and Wyre with 200 pieces of school uniform, toys and games to support summer holiday clubs.





Supported a SEND school to deliver a magical Christmas experience for its pupils. As well as supplying arts, crafts and nibbles, all 150 children visited Santa's grotto to receive a present.



Sponsored Active Lancashire, an initiative designed to embed sport and physical activity into the everyday life of young people in Lancashire.



Donated 100 festive food parcels to support local children and their families throughout the Christmas period.



Crown  
Commercial  
Service  
Supplier



2023 **BiBAs**  
HIGHLY COMMENDED



**Best Public/Third Sector Recruitment Agency - Recruiter Awards 2025**  
**Best Temporary Recruitment Agency - Recruiter Awards 2025**  
**Recruitment Agency of the Year - Recruiter Awards 2024**