



SCG.

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

01772 954200
spencerclarkegroup.co.uk



**Recruitment Agency
of the Year**

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.



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, Lancaster



Joseph Chanter

Senior Consultant
jmc@spencerclarkegroup.co.uk

Supports schools in these areas
South Ribble, West Lancashire,
Liverpool, Wirral



Jolie Moon

Recruitment Consultant
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Supports schools in these areas
East Lancashire, Lancaster

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more information



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

Recruitment Supervisor and
Designated Safeguarding Lead
lj@spencerclarkegroup.co.uk

Supports schools in these areas

Fylde Coast, Preston, Chorley,
West Lancs



Matt Byrne-Fraser

Lead Consultant
mbf@spencerclarkegroup.co.uk

Supports schools in these areas

North West



Denni Marie-Bassett

Senior Consultant
dmb@spencerclarkegroup.co.uk

Supports schools in these areas

East Lancashire, Manchester

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Typical jobs we recruit for

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

“

“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

Divisional Manager
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Supports schools in these areas
Lancashire

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Destiny Buck

Recruitment Consultant
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Supports schools in these areas
East Lancashire, Manchester



Niall Murphy

Managing Consultant
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Supports schools in these areas
Manchester



Emma Knight

Senior Consultant
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Supports schools in these areas
Manchester



Paul Best

Managing Consultant
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Supports schools in these areas
Lancashire



Olivia Bullock

Senior Consultant
ob@spencerclarkegroup.co.uk

Supports schools in these areas
South Manchester





Emily Walton

Senior Consultant
ew@spencerclarkegroup.co.uk

Supports schools in these areas
Lancashire, Merseyside

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Typical jobs we recruit for

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



Liam Richmond

Senior Consultant
lr@spencerclarkegroup.co.uk

Supports schools in these areas
Manchester, Merseyside, Cheshire



Josh Clair

Lead Consultant
jtc@spencerclarkegroup.co.uk

Supports schools in these areas
Greater Manchester



“

“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, Kingsbury Primary School

EYFS and Nurseries

Key Contacts



Olivia Bullock
Senior Consultant
ob@spencerclarkgroup.co.uk

Supports nurseries in these areas
North West

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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

**Jamie Heath**

Divisional Manager
01772 954200 / 0203 039 3555
jh@spencerclarkegroup.co.uk

Supports schools and multi-academy trusts in these areas
Lancashire

**Matt Byrne-Fraser**

Lead Consultant
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Supports schools and multi-academy trusts in these areas
North

**Dane Matthews**

Senior Consultant
dm@spencerclarkegroup.co.uk

Supports schools and multi-academy trusts in these areas
South

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Typical jobs we recruit for

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



“Our Headteacher was taken ill unexpectedly which created a challenge as we were in the middle of some big projects. Within a few days of contacting Jamie Heath, I was interviewing interim Heads and we took one on on a three month contract.”

Pupil Referral Unit, Greater London

Clinical

Key Contacts



Richard Shorrock
Divisional Manager
rs@spencerclarkegroup.co.uk

Supports schools in these areas

South of the UK

Supports schools with

Junior to executive level interim SEND professionals



Adam Zyda
Principle Consultant
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Supports schools in these areas

North 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



Kaylah Henderson
Recruitment Consultant
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Supports schools in these areas

Nationwide

Supports schools with

Speech and Language Therapists, Occupational Therapists



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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
cn@spencerclarkegroup.co.uk

Supports schools in these areas
London, Blackpool, Fylde Coast



Kaitlan Eggleston

Recruitment Consultant
ke@spencerclarkegroup.co.uk

Supports schools in these areas
Preston and East 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.



Monthly food donations to Fylde Food Bank and Helping Hearts Fylde.

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2023 **BIBAs**
HIGHLY COMMENDED

2024 **BIBAs**
Finalist