



**SCG.**  
**Supporting Local  
Authorities With Their  
SEND Recruitment Needs**

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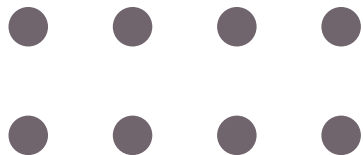


## Introducing **SCG.**

Formed in 2017, we're an energetic, ambitious and award winning SEND recruitment agency based in the heart of the North West.

We work closely with local authorities to supply them with qualified and experienced SEND professionals with expert knowledge to implement reform. This includes specialists in clearing backlogs of Annual Reviews, EHC plan writing, preparation of Statements of Action and post 16 transitions into further education.

When it comes to expertise, you won't be disappointed with our team. Along with countless years experience of supporting local authorities with their SEND recruitment needs, our Divisional Manager, Richard Shorrocks, was named Best Temporary Consultant at the 2023 Global Recruiter Awards for his services to SEND recruitment.

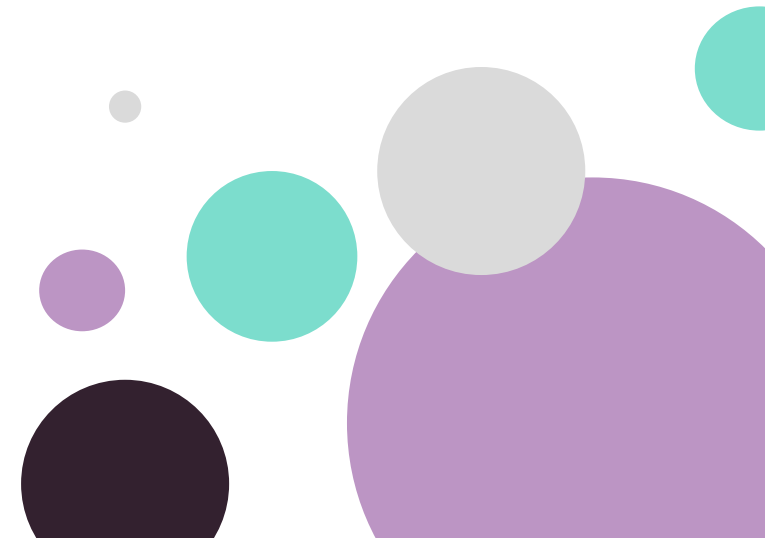


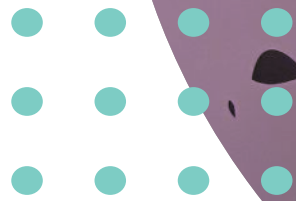
## **Mission.**

To always provide a world class service whilst continuously pushing boundaries with what can be achieved.

## **Vision.**

To positively impact lives by connecting great people to great businesses through innovative and unique search processes.





WORK SMARTER

## Local Authorities **KEY CONTACTS**

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### **Richard Shorrock**

Divisional Manager

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**Supports local authorities in these areas**

South of the UK



### **Adam Zyda**

Lead Consultant

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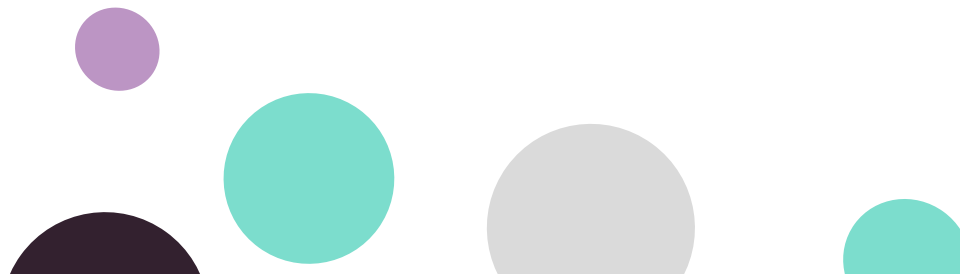
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**Supports local authorities in these areas**

North of the UK



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Honouring the industry's finest



**GR**  
THE GLOBAL RECRUITER  
**INDUSTRY  
AWARDS  
2023  
WINNER**

Divisional Manager, Richard Shorrock, was named Best Temporary Consultant in 2023 for his services to SEND recruitment. The judges commented

“What really set Richard apart was his approach to candidate care – in particular developing a Career Hub which shares career pathways, job profiles, industry advice and more, helping to guide his candidates on a transformative career journey.”

# EXPERTISE

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We typically recruit for a number of job roles including



**Educational Psychologist**



**EHC Plan Writer**



**EHCP Coordinator**



**SEND Case Officer**



**SEND Improvement Consultant**



**SEND Tribunal Officer**



**SEND Team Manager**



**SENCO**



**Head of SEND**



**Director of Education**



The infographic features a teal horizontal bar at the top. Below it, four vertical lines of different colors (teal, dark purple, grey, and purple) extend downwards to small circles. To the right, a series of concentric, semi-circular arcs in teal, dark purple, grey, and purple curve towards the right edge. In the top right corner, there are several overlapping circles in teal, purple, and dark purple.

**97%**

Success rate of first time hires

**96%**

Candidates who remain in the contract following their initial 3 month tenure

**98%**

Clients we work with who return to the agency for further recruitment

**100s**

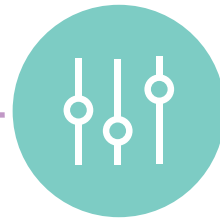
Success rate of Annual Review projects completed



## What Sets Us **APART**



Comprehensive  
pool of experienced  
professionals  
including candidates  
not registered at  
other agencies

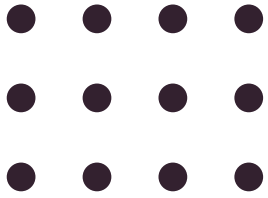


Candidates available  
on a temporary,  
permanent or  
temp - perm basis



Unrivalled expertise  
within local authority  
SEND recruitment





Candidates with specialist knowledge of clearing backlogs of annual reviews, EHC plan writing and preparation of Statements of Action



Divisional Manager, Richard Shorrock, was named Best Temporary Consultant in 2023



APSCo Compliance accredited to go beyond statutory safeguarding standards (First time score of 99.58%)

Why Local Authorities Love

# Working With Us

## Case Study.

### The Challenge

Kirklees Council lost 50% of their permanent workforce over a 3 month period and during this time, they also experienced an unprecedented rise in requests relating to SEN.

As a result, their statutory service was compromised and the deadlines were not being met. It was also heavily impacting on the team who were experiencing a zero work-life balance during this period.

Subsequently, Kirklees Council required extensive assistance in securing suitable interim candidates to assist with the caseloads.



## The Solution

After successfully delivering on projects across multiple councils, Managing Consultant, Richard Shorrock thoroughly understood the needs of this particular service and he was able to confidently approach this challenge.

Through his extensive network of SEN professionals, Richard was able to identify a number of appropriate candidates who could fit into the different gaps within their team which delivered a significant boost to the council's candidate pool in a very short period of time without sacrificing on quality.

After recruiting a high volume of interim staff, the team was able to continue operating in accordance with their statutory deadlines.

**1 week**

TURNAROUND TIME

**100%**

FILL RATE

**25**

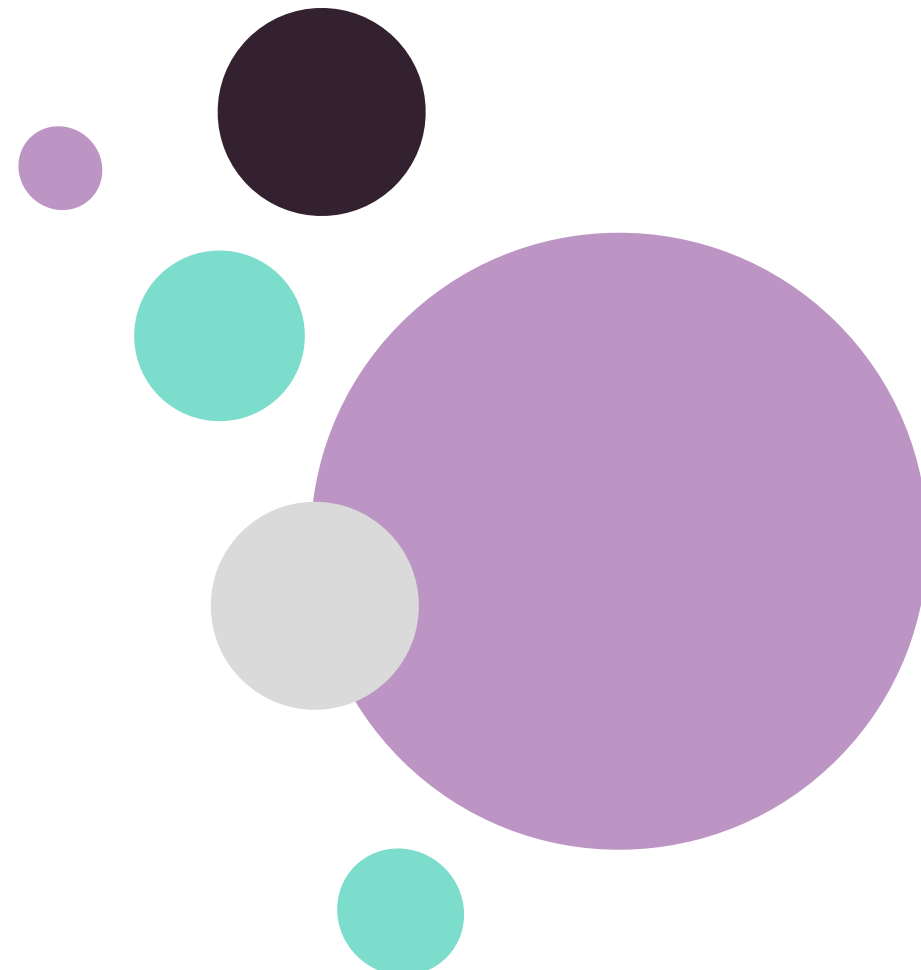
SHORT TERM TO  
PERMANENT CONTRACT

### Here's What Kirklees Council Said

"The interim team which we currently have fitted in amongst the team perfectly and they are obviously a really talented bunch.

Richard communicated quickly and effectively to ensure the process was speedy. He was responding at all times of the day and nearly always with immediate responses.

I would absolutely recommend Spencer Clarke Group for the recruitment of SEN staff and I look forward to continuing to work with them when required."



# Recruitment Agency of the Year



[spencerclarkegroup.co.uk](http://spencerclarkegroup.co.uk)

