



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

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Best Public/Third Sector
Recruitment Agency



Recruitment Agency
of the Year



Best Temporary
Recruitment Agency





Introducing **SCG.**

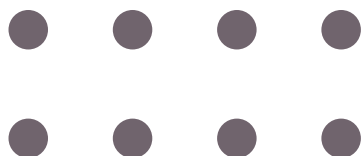
Formed in 2017, we're an energetic, ambitious and award winning SEND recruitment agency based in the heart of the North West.

We work closely with Local Authorities, Multi Academy Trusts, Schools and private healthcare providers to supply them with qualified and experienced talent across the whole education, SEND and healthcare provision landscape.

When it comes to expertise, you won't be disappointed with our multi award winning team. Associate Director, Richard Shorrock, was named Best Temporary Consultant at the 2023 Global Recruiter Awards for his services to SEND recruitment.

In 2024, Richard was also named Temporary Recruiter and Agency Star of the Year at the 2024 REC Awards! Spencer Clarke Group was also named Recruitment Agency of the Year at the 2024 Recruiter Awards!

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

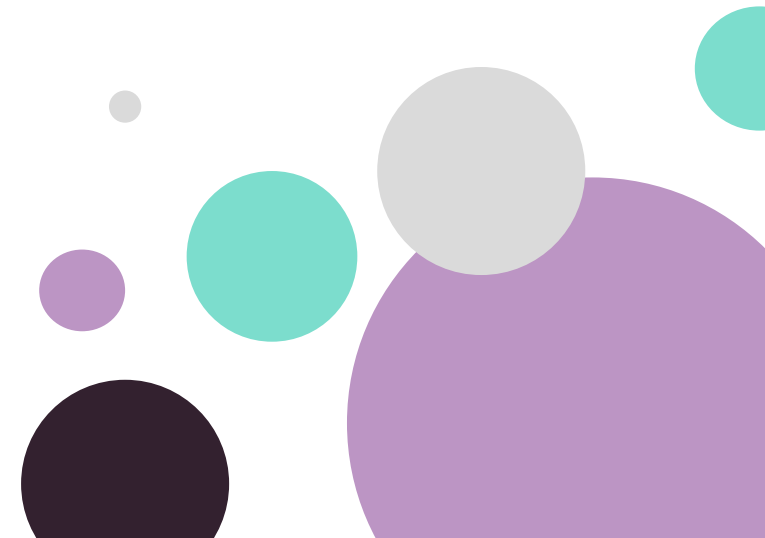


Mission.

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.



Local Authorities KEY CONTACTS



Richard Shorrock

Associate Director

01772 954200

rs@spencerclarkegroup.co.uk

linkedin.com/in/RS-SCG

Supports local authorities in these areas

South of the UK

Supports local authorities with

Junior to executive level interim SEND professionals



Adam Zyda

Principle Consultant

01772 954200

az@spencerclarkegroup.co.uk

linkedin.com/in/AZ-SCG

Supports local authorities in these areas

North of the UK

Supports local authorities with

Junior to executive level interim SEND professionals



Natalie Boaler

Managing Consultant

01772 954200

nb@spencerclarkegroup.co.uk

linkedin.com/in/NB-SCG

Supports local authorities in these areas

Nationwide

Supports local authorities with

Educational Psychologists, Speech and Language Therapists, Occupational Therapists, specialists in the health and social care system



EXPERTISE

Dramatic increase in EHCP requests and caseloads?

Struggling to meet statutory deadlines?

Current team have zero work-life balance?

Struggling to retain your permanent employees?

These are just some of the challenges which local authorities regularly tell us are dramatically affecting their SEND service. Our talented team of specialists can help you tackle these challenges by sourcing interim professionals to fill the gaps within your service.

We can supply experienced professionals to clear backlogs of Annual Reviews, write EHC plans and support Statements of Action and post 16 transitions into further education. Our team can also supply specialists to support the clearing of educational psychology assessment backlogs.

We understand that time is of the essence and we pride ourselves on working quickly without sacrificing on the quality of talent. With a large pool of candidates on our database, we can supply talent within as little as a few days.

EXPERTISE

We typically recruit for a number of job roles including

- ▶▶▶ SEND Case Officers / Case Workers
- ▶▶▶ EHC Plan Writers / Coordinators
- ▶▶▶ SEND Improvement Consultants
- ▶▶▶ Educational Psychologists
- ▶▶▶ Speech and Language Therapists
- ▶▶▶ Occupational Therapists



SEND Tribunal Officers



SEND Team Managers



SENCOs



Heads of SEND / Service



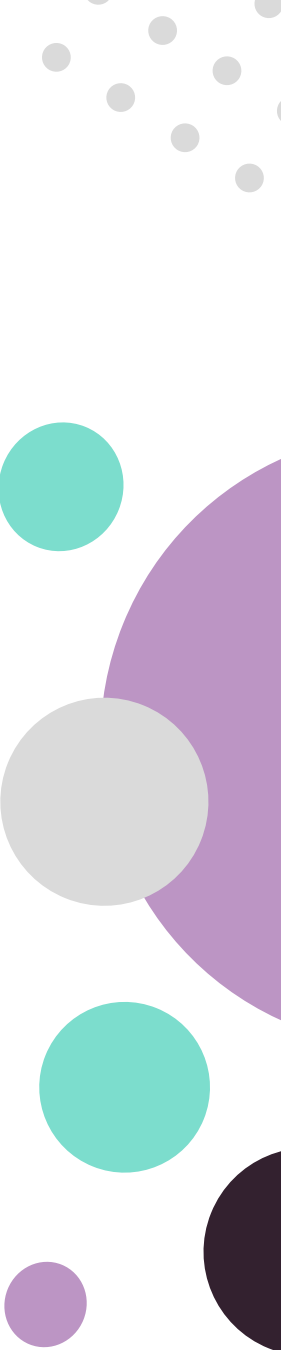
Directors of Education



Clinical Psychologists



Consultant Psychiatrists



EXPERTISE

In addition to supporting local authorities with their SEND provision, we also have specialist teams supporting a wide range of education and health providers across the UK.

Typical Roles We Recruit For

- Early Years Staff
- Teaching and Support Staff
- School Facilities Staff
- Clinical and Non Clinical Healthcare Professionals
- Headteachers and Executive Headteachers
- Senior Leadership Roles



Providers We Support

- Primary Schools
- Secondary Schools
- Special Educational Needs & Disabilities Schools
- EYFS and Nurseries
- Multi Academy Trusts
- NHS Trusts
- Private Schools & Healthcare Providers

2023

Honouring the industry's finest



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

Associate Director, 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.”

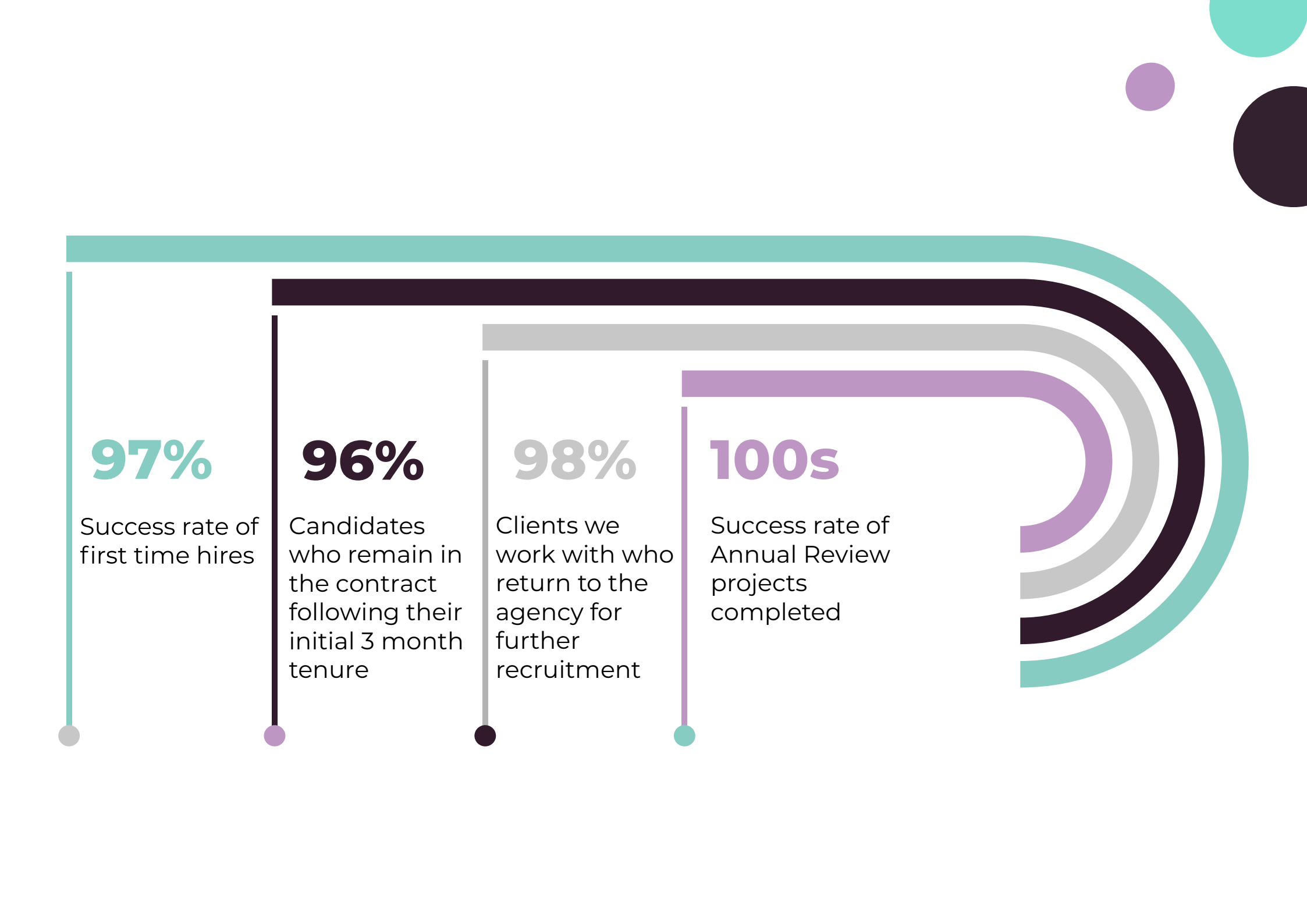
REC Awards

Associate Director, Richard Shorrock, was named Temporary Recruiter of the Year and Agency Star of the Year at the 2024 REC Awards.



REC said

“Winning one of our awards is the most impressive recognition you can achieve in our industry. Being shortlisted was an achievement in itself, so winning is a huge honour. You should be extremely proud of your success.”

The infographic features a teal horizontal bar at the top. Below it, four vertical lines of different colors (teal, dark purple, grey, and light purple) extend downwards, each ending in a small circle of the same color. To the right of these lines are four horizontal bars of the same colors, each curving 90 degrees to the right. In the top right corner, there are three circles: a teal one, a purple one, and a dark purple one.

97%

Success rate of
first time hires

96%

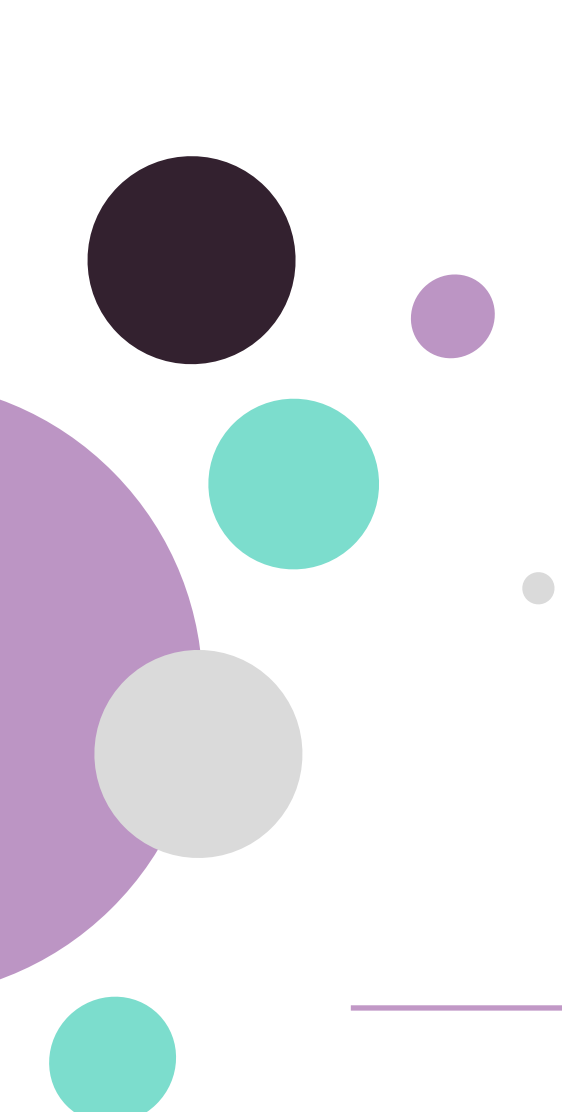
Candidates
who remain in
the contract
following their
initial 3 month
tenure

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**



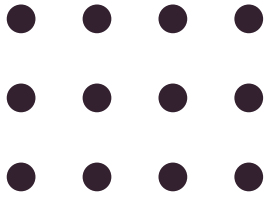
Comprehensive
pool of experienced
professionals
including candidates
not registered at
other agencies



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

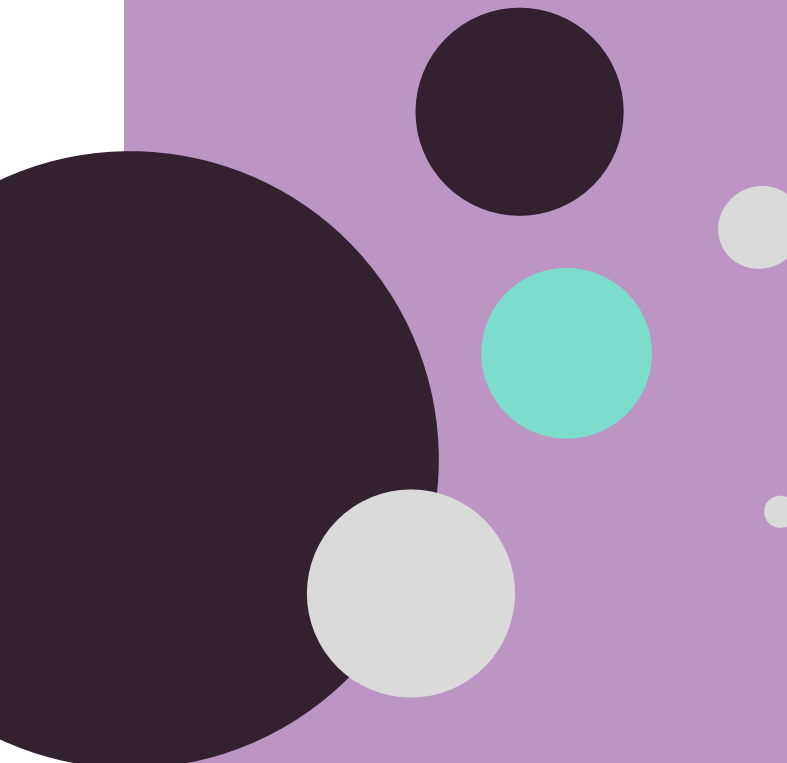


Associate Director, Richard Shorrock is a multi award winning recruiter in local authority SEND.



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

Testimonials



“The interim team which we currently have 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.”

SEN Deputy Manager, Kirklees Council

“Richard at Spencer Clarke Group has both sourced candidates for me and supported me to secure interim roles.

Richard has a wealth of experience so I am confident that when I have a vacancy to fill, he will always provide the right candidates for the right role.

My experience of working with Richard has always been really positive, unlike some other agents he is always easy to contact and he takes the time to listen and fully understand the context of what is needed. For me, this is so important, especially when there is an urgent need for experienced, reliable staff.”

Head of Service, Worcestershire Council

Testimonials

“We have been trying to grow our educational psychology team as we have a backlog of requests for EHCP statutory assessment. In spite of several local and national adverts, we had no response at all.

This challenge has resulted in the local authority not being able to meet the 20-week statutory deadline for completing EHCP requests.

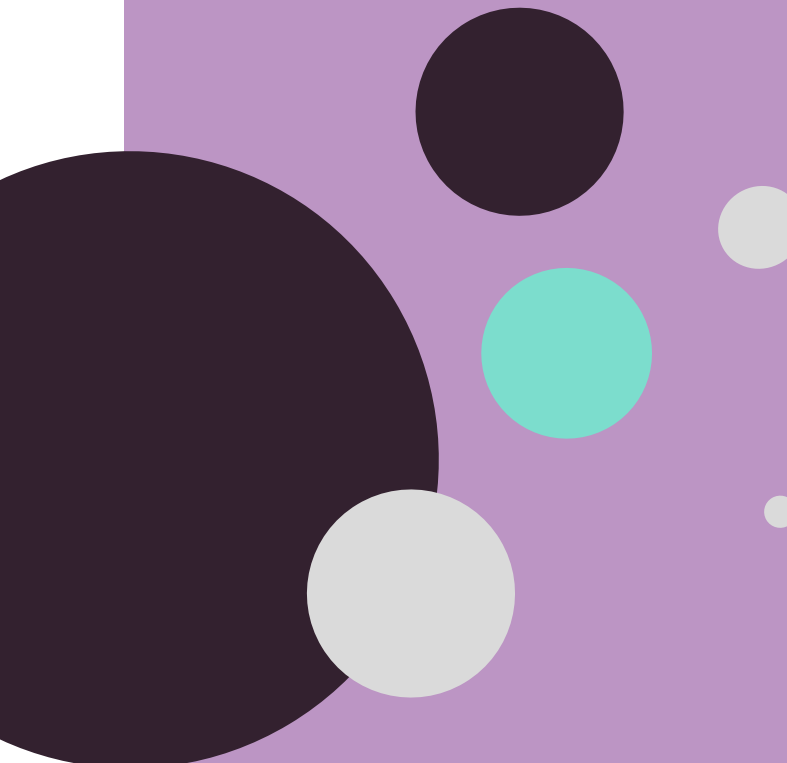
Natalie Boaler listened to our challenges and immediately set up a call with us to discuss this in further detail. She proactively sent us a host of CVs, helped our HR department to set up interviews and then ensured they were set up successfully with our main agency group.

Through Natalie, we have now appointed an interim Principal and interim Senior Educational Psychologist. They will lead the Educational Psychologist team and will also complete statutory assessments. This will reduce our 20-week timeliness and ensure children and young people have their EHCPs completed quickly.”

Head of Standards and Effectiveness, Local Authority



Testimonials



“Spencer Clarke Group has been an invaluable partner in enhancing the operations of Derbyshire County Council’s SEND Service over the past year. Their dedication to delivering exceptional client service shines through in the quality of candidates they provide, tailored to meet the specific needs and high standards of our Local Authority SEND Service.

Their efficiency in adhering to tight deadlines ensures prompt compliance, enabling agency workers to commence their roles without delay and thereby maintaining continuity in SEND services. The responsiveness of Spencer Clarke Group has significantly strengthened our partnership, addressing queries and requests swiftly and fostering a sense of trust and reliability.

Over the past 12 months, Spencer Clarke Group has provided skilled EHC Plan writers to efficiently manage our backlogs. They have supplied Casework Officers at short notice, thereby increasing our capacity to handle caseloads and ensuring the smooth operation of SEND services without gaps.”

SEND Strategic Manager, Derbyshire County Council



Best Public/Third Sector Recruitment Agency - Recruiter Awards 2025

Best Temporary Recruitment Agency - Recruiter Awards 2025

Recruitment Agency of the Year - Recruiter Awards 2024