SEND CLASS TEACHER

Job Title: SEND Class Teacher
Reports to: Senior Leadership Team
Responsible for: The teaching, learning, progress and wellbeing of students within the allocated class.
Contract: Full time, permanent
Salary: Main Teachers' Pay Scale + SEN1 allowance

Sandgate School is a special school for children and young people aged 3–19 years. Our students have diverse strengths, interests and abilities and may have severe, profound and complex needs.

We are seeking a passionate, committed and creative Special Educational Needs (SEN) Class Teacher to join our Upper School team, working with pupils across Key Stages 3, 4 and 5.

The successful candidate will deliver a broad, balanced, engaging and highly personalised curriculum that meets the diverse needs of our learners. They will support pupils to develop their communication, functional literacy and numeracy, social and emotional skills, independence and preparation for adulthood.

This is an opportunity to make a meaningful difference to the lives of young people with special educational needs, helping them develop the skills, confidence and independence needed for their next steps in life.

We welcome applications from enthusiastic and dedicated teachers who are passionate about inclusive education, personalised learning and preparing young people for a fulfilling adult life.

Key responsibilities

Teaching and Learning

- Plan, deliver and evaluate high-quality teaching and learning experiences tailored to individual pupil needs, abilities and interests.
- Develop differentiated learning programmes that promote engagement, achievement, independence and progression.
- Deliver an appropriate curriculum across Key Stages 3, 4 and 5, including functional skills, life skills, communication, personal development and preparation for adulthood.
- Set high expectations for learning, behaviour, participation and personal achievement.
- Use a range of teaching approaches, practical activities, visual resources and communication strategies to support individual learning styles.
- Promote the development of independence, problem-solving, decision-making and transferable life skills.
- Where appropriate, support pupils to access accreditation, qualifications, work-related learning and meaningful community-based learning opportunities.

Assessment and Progress

- Assess, monitor, record and report on pupil progress, attainment and personal development.
- Use assessment information to inform planning, identify next steps and ensure appropriate levels of challenge and support.
- Contribute to the development, implementation and review of Education, Health and Care Plans (EHCPs), individual learning plans and relevant pupil targets.
- Maintain accurate records and provide clear evidence of progress towards individual outcomes.
- Work collaboratively with pupils, families and professionals to celebrate achievements and support continued development.

Safeguarding, Inclusion and Wellbeing

- Create a safe, supportive and stimulating classroom environment that promotes dignity, respect, positive relationships and emotional wellbeing.
- Promote safeguarding and the welfare of all pupils, following school policies and statutory guidance.
- Support pupils with communication, sensory, physical, social, emotional and behavioural needs through appropriate strategies and reasonable adjustments.
- Implement positive behaviour support approaches consistently, following individual plans and school procedures.
- Promote equality, inclusion and respect for diversity, ensuring all pupils have opportunities to participate and succeed.

Preparation for Adulthood

- Support pupils to develop practical skills for adult life, including self-care, personal safety, travel training, money management, communication and community participation, as appropriate.
- Embed opportunities for careers education, work-related learning, enterprise and vocational experiences.
- Encourage pupils to develop confidence, self-advocacy, choice-making and greater independence.
- Work with families, careers advisers, therapists, social care professionals and other agencies to support successful transitions into further education, training, employment and adult services.

Teamwork and Professional Responsibilities

- Work closely with teaching assistants and other support staff to ensure effective classroom practice and consistent support for pupils.
- Provide clear guidance and direction to support staff, making effective use of their skills and expertise.
- Develop positive partnerships with parents and carers, maintaining regular and professional communication.
- Collaborate with colleagues, therapists and external professionals to ensure a coordinated approach to pupil learning and wellbeing.

- Participate in staff meetings, training, performance management and continuing professional development.
- Contribute to curriculum development, school improvement priorities and the wider life of the school.
- Undertake other reasonable duties appropriate to the role.
- Contribute positively to the wider life, ethos and continued development of Sandgate School.

CLASS TEACHER – PERSON SPECIFICATION

Qualifications and Experience

Essential	Desirable
Qualified Teacher Status (QTS).	Further qualification in Special Educational Needs.
Successful primary or secondary classroom teaching experience	Experience of teaching mixed age primary or secondary classes.
	Experience of delivering KS3/KS4/KS5 Statutory Assessments
Experience of working with learners with SEND.	Experience of teaching learners with severe, profound and complex needs.
Experience of working with learners with autism and/or communication needs.	Experience of KS3/KS4/KS5 SEND provision.
Evidence of relevant continuing professional development.	Experience of work-related learning, employability or vocational education.
Experience of working collaboratively as part of a professional team.	Team Teach / positive handling training.
Experience of working positively with families and other professionals.	Safeguarding training.
	Experience of managing/deploying teaching assistants.

Teaching Skills and Knowledge

Essential

The successful candidate will:

- Have high expectations of all students and a strong commitment to achieving meaningful outcomes for learners with SEND.
- Plan and deliver well-structured, engaging and appropriately differentiated learning.
- Prepare students for Entry Level Qualifications in English and Maths (equivalent to KS1/KS2).
- Understand how to adapt teaching to meet a wide range of learning, communication, sensory, social, emotional and behavioural needs.
- Understand the importance of person-centred planning within secondary education.
- Be able to develop learning opportunities which promote independence and preparation for adulthood.
- Understand the importance of functional, practical and real-life learning for young people with SEND.
- Be able to identify and develop students' strengths, interests and aspirations.
- Have an understanding of how learning can be transferred from the classroom into community and work-related settings.
- Use assessment effectively to identify progress, set appropriate next steps and adapt teaching.
- Be able to implement individual behaviour strategies and Positive Behaviour Plans.
- Be able to create and maintain a safe, positive and inclusive learning environment.
- Understand the importance of working collaboratively with families, teaching assistants, therapists and other professionals.
- Be able to deploy and direct support staff effectively.
- Be able to communicate clearly and sensitively with a range of stakeholders.
- Be committed to reflective practice and ongoing professional development.
- Be able to contribute positively to the wider life and ethos of Sandgate School.

Desirable

- Experience of using assessment systems relevant to SEND.
- Experience of developing work experience, vocational learning or community-based learning.
- Experience of integrating speech and language, occupational therapy or physiotherapy advice into classroom practice.

- Experience of working with students with complex behaviour.
- Experience of using assistive technology or ICT to support learning and communication.

Personal and Professional Conduct

Essential

The successful candidate will:

- Build positive relationships with students, families, colleagues and other professionals based on mutual respect.
- Demonstrate patience, empathy, resilience and a non-judgemental approach.
- Have a strong commitment to inclusion and equality of opportunity.
- Be able to remain calm and solution-focused when faced with challenging situations.
- Demonstrate high levels of reliability and professional integrity.
- Be flexible and able to respond positively to the changing needs of students.
- Be committed to safeguarding and promoting the welfare of children and young people.
- Have proper and professional regard for the ethos, policies and practices of Sandgate School.
- Be willing to reflect on their own practice, accept constructive feedback and seek to improve.
- Demonstrate excellent teamwork and communication skills.
- Understand the particular importance of consistency, communication and professional trust within a job-share arrangement.
- Be committed to working as part of an established Post 16 team and sharing responsibility for the success of the class.