



SAFE START SCHOOL

WILLPOWER-NITIATIVE-SUCCESS-EMPATHY

Safestart School

Job Description

SEN Teacher

Purpose of the Role

At Safe Start School, we are committed to ensuring every pupil achieves their full potential. We are seeking an inspirational SEN Teacher to deliver high-quality, personalised teaching for pupils with SEND, supporting both their academic progress and personal development. You will create a stimulating learning environment, champion pupils' needs across the school, and play an active role in shaping the SEND provision.

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging, highly differentiated lessons for KS3 and KS4 SEND classes.
- Use assessment effectively to monitor progress and promote academic and emotional development, plan teaching and learning, implement academic interventions, including Boxall Profiles.
- Develop a bespoke, topic-based curriculum across subjects including Geography, History, RE, literacy, numeracy, and enrichment.
- Promote the needs of SEND pupils across the school and liaise with mainstream teachers.
- Support the progress of students through developing a consistent approach to behaviour management, teaching and learning, marking, assessment etc. following relevant school policies.

- Deliver 1:1 or small group tuition/interventions for pupils requiring additional support in school or offsite.

Pastoral and Student Support

- Support pupils' personal and social development through tailored interventions.
- Develop positive relationships with pupils, motivating and inspiring them to engage in learning.
- Monitor attendance and punctuality, reporting concerns promptly.
- Contribute to the school's behaviour management and pastoral strategies.
- Demonstrate a critical understanding of strategies, processes and developments within SEND and reflect this understanding in daily practice.

Collaboration and Leadership

- Coordinate and deploy support staff effectively, including TAs, HLTAs, and external specialists.
- Work alongside the SENCo/Assistant SENCo on the production and review of EHC Plans and SEN School Support.
- Maintain systems to record, evaluate, and share input from external specialists (e.g., SaLT, CAMHS).
- Actively engage in school improvement initiatives and contribute to whole-school development.

Management of Physical Resources

- Maintain an organised, stimulating learning environment with displays, students' work, learning areas, and 1:1 spaces.
- Manage delegated budgets to ensure resources support teaching and learning effectively.

Engagement with Families and External Agencies

- Build strong partnerships with parents and carers, sharing progress, achievement, and well-being updates.
- Participate in open events for current and prospective pupils, families and external professionals.
- Liaise with external agencies such as social care, NHS, CAMHS, and educational psychologists to support pupils.
- Develop systems to record, share and evaluate the work of external specialists (e.g. SaLT or C&I workers).
- Support pupils and their families to make the most of the educational and other relevant opportunities available to them.

Safeguarding

- Uphold high professional standards, by maintaining professional boundaries and reporting any concerns about a professional conduct.

- Recognise and respond to concerns by identifying potential causes for concern and following school procedures for accurately recording and reporting concerns to the Designated Safeguarding Lead.
- Maintain up-to-date safeguarding and child protection training
- Promote online safety
- Participate in delivering a curriculum that promotes health, safety, and well-being, such as Relationships and Sex Education (RSE) and PSHE.

Professional Responsibilities

- Maintain accurate records of attendance, behaviour, progress, and interventions.
- Participate in professional development, performance reviews through appraisal and supervision, and school improvement initiatives.
- Promote safeguarding, health and safety, and the school's ethos and policies in daily practice
- Adhere to the Teaching Standards including safeguarding students' well-being and maintaining public trust in the profession.
- Carry out any other duties appropriate to a teaching role and in line with the schools policies, procedures and relevant legislation.
- Adhere to all health and safety procedures laid out by the school, such as fire evacuation plans, risk assessments, trips and visits, and rules for using equipment - actively raising health and safety concerns and cooperating with any investigations or remedial actions.

About You

We are looking for someone who:

- Is passionate about improving the life chances of young people.
- Has the resilience, creativity, and determination to remove barriers to learning.
- Builds strong, positive relationships with pupils, staff, and families.
- Can balance firm boundaries with empathy, encouragement, and care.
- Brings experience of SEMH, pastoral leadership, or safeguarding

Why Join Safe Start School?

- You'll be part of a committed, caring team making a real difference.
- You'll have the freedom to innovate and shape provision that truly supports pupils.
- You'll work in a school that celebrates progress, no matter how small, and believes in second chances.
- You'll help transform lives every day.

Person Specification:

TRAINING AND QUALIFICATIONS	Essential	Desirable
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Qualified Teacher Status	✓	
The ability to teach KS3/KS4	✓	
SENDCo qualification		✓
Degree or equivalent	✓	
Physical Intervention Training		✓
Professional Knowledge & Skills		
Strong understanding of SEND strategies and effective teaching approaches	✓	
Ability to set targets, monitor progress, and evaluate impact	✓	
Experience using assessment and management systems such as Bromcom/CPOMS	✓	
Knowledge of behaviour management, safeguarding, and inclusive teaching	✓	
Have good working knowledge of specialist ICT equipment and resources.	✓	
Full working knowledge of relevant policies/codes of practice/legislation	✓	
Understanding of statutory frameworks relating to teaching, according to particulars of the post.	✓	
An holistic /eclectic approach to education	✓	
An interest in education outside the classroom.		✓
Analyse and utilise data to improve pupil achievement		✓
Experience		
Teaching the National Curriculum	✓	
Working with pupils with SEND or SEMH with an EHCP	✓	
Collaborating with families, staff, and external agencies	✓	
Delivering personalised learning programmes and interventions	✓	
Contributing to the EHCP and IEP process		
Contributing towards initiatives across the school		✓
To effectively manage crisis situations with considerable awareness of Health and Safety issues.		✓
Understand strategies for internal and external examinations across school and have knowledge and understanding of all necessary regulations		✓
Personal Attributes		
Able to motivate and inspire students	✓	
Strong organisational and planning skills	✓	
Resilient, proactive, and solution-focused	✓	
Excellent interpersonal skills and ability to work as part of a high-performing team	✓	
Ability to establish an ethos conducive to promoting good relationships whilst maintaining high standards of behaviour and learning.	✓	
Ability to self-evaluate learning needs and actively seek learning opportunities	✓	
Have an understanding of confidentiality when working with sensitive information	✓	

General

Safe Start School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment. Appointment is subject to satisfactory references, medical fitness, and an enhanced DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974 and its amendments (Exceptions Order 1975, 2013, and 2020).

Work authorisation in the United Kingdom is required.

We are an equal opportunities employer.

All staff are responsible for implementing the Health and Safety Policy as it relates to themselves, colleagues, and others, and are expected to monitor and improve health and safety arrangements where necessary.

Staff must handle all student data with the strictest confidentiality. Breaches of confidentiality will be subject to disciplinary procedures.