

# The people behind the magic.



JOIN OUR TEAM



## Class Teacher

**Salary:** Teacher Scales plus point 1 SEN Allowance £2,885.

**Positions:** 2 available.

**Contract:** Permanent, full-time. Monday – Friday.

**Closing Date:** Monday 12th October 2026 at 9am.

**Start Date:** 1st January 2026.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



Together  
Learning Trust

# Innovating, Communicating, Empowering

Castle Hill is a specialist SEND school in Newsome, Huddersfield, serving learners aged 3 to 19 with complex needs, including profound and multiple learning difficulties, severe learning difficulties, autistic spectrum conditions, and multi-sensory impairments. All pupils have an education, health and care plan.

Our specialism is communication and interaction. Every aspect of how we teach, plan and support is shaped around helping students find their voice, develop independence and build the skills they need for life beyond school. No two timetables look the same, because no two students are the same.

Ofsted noted in November 2024 that our vision to 'innovate, communicate and empower' is not just a statement but a lived reality, with pupils thriving in an environment tailored to their individual needs. Staff at Castle Hill feel supported and valued, one colleague summed it up well: "Everything we do here is about wellbeing, we are a nurturing environment that cares for everybody."

Parents consistently highlight the progress their children make, particularly the growth in confidence and happiness they see over time.

We joined Together Learning Trust in February 2024 and that partnership has brought additional resources and expertise to build on what was already an outstanding school.



*Castle Hill School is second to none. Their care and attention to my child's needs is exemplary."*

- PARENT COMMENT - 2019

EXPLORE MORE



[www.castlehillschool.org.uk](http://www.castlehillschool.org.uk)



THE TRUST

# When schools collaborate, incredible things happen.

Together Learning Trust is a group of schools that genuinely like working together.

That might sound like a small thing. It isn't. Nobody in our schools is working in isolation, trying to solve problems that someone two miles away has already solved. Expertise shared across nine schools belongs to all of them.

Primary schools, secondary schools, sixth forms and a special school that's around 5,800 young people across Calderdale and Kirklees. Rooted in West Yorkshire. Built around a belief that when schools work like this, something remarkable happens for children.

That belief comes from a clear set of values: integrity, excellence, and joy. Not about how children should live, but about how our Trust leads, how decisions get made, how people hold themselves to account and what it means to do this work well.

Each of our schools has its own identity, shaped by its community and its children. Being part of our Trust does not change that. It adds to it.

**DAVID LORD, CHIEF EXECUTIVE OFFICER**



*"I believe that the support that schools can provide each other cannot be underestimated. Being part of the Together Learning Trust enables our schools to continue to flourish and develop within a supportive school focused community, where the expertise of those who have a hands on understanding of our children will lead the way forward."*

**- LIZ WOODFIELD, HEADTEACHER,  
MELTHAM MOOR PRIMARY SCHOOL**

EXPLORE MORE



[www.togetherlearningtrust.co.uk](http://www.togetherlearningtrust.co.uk)

**Together**  
Learning Trust

## THE JOB

# Class Teacher

We are seeking an enthusiastic and dedicated **Teacher** to join our motivated and dynamic team from **January 2027**.

Castle Hill is a thriving special academy for pupils aged 3-19 with severe, profound and complex learning difficulties. Rated **Outstanding** in each of our four previous Ofsted inspections, we are proud to provide a nurturing, ambitious and inclusive learning environment where every pupil is supported to achieve their full potential.

Our curriculum is carefully personalised to meet the individual needs of every pupil, delivering outstanding learning experiences through innovative practice, specialist facilities and a highly collaborative staff team. With a child-centred approach at its heart, we provide a broad, ambitious and engaging curriculum that helps every young person develop the skills, confidence and independence they need to thrive.

This is an exciting opportunity for a teacher who is passionate about making a meaningful difference to the lives of children and young people with complex additional needs. Previous special school experience is not essential, as full support and professional development will be provided. We welcome applications from both Early Career Teachers and experienced teachers who share our commitment to inclusive education.

### Further requirements for the position:

- A passion for helping children and young people with complex needs achieve their very best.
- High expectations and a commitment to delivering excellent outcomes for every pupil.
- The ability to build positive and effective relationships with pupils, families and colleagues.
- Excellent communication and teamwork skills.
- Enthusiasm, resilience and a flexible approach to learning and development.
- The ability to inspire, motivate and engage learners through creative and personalised approaches.

### What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the Teacher Pension Fund.
- A Supportive and forward-thinking Leadership Team.
- Staff development through proactive personal and professional development.
- Working as part of a creative and supportive team who want the best for all of our students.
- Free Parking.
- Cycle to Work scheme.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing Platform & EAP.
- Lifestyle benefits & discounts.

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

## ROLE PROFILE | Class Teacher (Special School)

|                         |                      |
|-------------------------|----------------------|
| <b>Accountable to:</b>  | Headteacher          |
| <b>Accountable for:</b> | N/A                  |
| <b>Job Family:</b>      | Teacher              |
| <b>Salary:</b>          | Main/Upper Pay Range |
| <b>Hours:</b>           | 32.5 Full-time       |

### CORE PURPOSE

Be committed to delivering high-quality performance each day to ensure our pupils and schools thrive. Be an ambassador for our Trust, its schools and pupils, always living by our values and expected behaviours and leading by example. Demonstrate credibility by consistently applying the technical expertise required for the role.

Plan and deliver outstanding specialist teaching and support that secures excellent outcomes for pupils with SEND, ensuring individual needs, aspirations and statutory requirements, including the Teachers' Standards, are met. Work collaboratively with colleagues, families and external professionals to deliver an education that promotes progress, achievement, wellbeing and personalised learning within a safe, inclusive and aspirational environment.

### KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

#### Teaching and Learning

- ✓ Plan and deliver engaging, personalised learning experiences that meet pupils' individual needs, abilities and EHCP outcomes.
- ✓ Adapt teaching approaches, resources and learning environments to remove barriers to learning and maximise pupil engagement and progress.
- ✓ Promote the development of communication, literacy, numeracy, independence and life skills through a broad and balanced curriculum.
- ✓ Create a safe, structured and nurturing learning environment where pupils are supported and challenged to achieve their potential.
- ✓ Work effectively with teaching assistants and other professionals to deliver high quality learning and support for all pupils.
- ✓ Engage positively in professional development to continually enhance teaching practice and specialist SEND knowledge.

#### Assessment and Reporting

- ✓ Use a range of assessment strategies to monitor progress, inform planning and identify next steps in learning.
- ✓ Maintain accurate pupil records and contribute to the development, implementation and review of EHCP outcomes and individual learning targets.
- ✓ Provide clear and constructive feedback to pupils, parents/carers and colleagues regarding pupil achievement, progress and wellbeing.

- ✓ Prepare reports and attend review meetings in line with school policies and statutory requirements.

### **Pupil Development and Wellbeing**

- ✓ Promote pupils' social, emotional and personal development, supporting them to build confidence, resilience and positive relationships.
- ✓ Establish and maintain high expectations for behaviour through consistent, positive and proactive behaviour support strategies.
- ✓ Support pupils to develop independence and the skills required for successful participation in school, the community and adult life.
- ✓ Work collaboratively with families and external agencies to ensure a coordinated approach to meeting pupils' needs.

### **Partnership and Contribution**

- ✓ Build positive and professional relationships with pupils, families, colleagues and external professionals.
- ✓ Contribute positively to the wider life of the school, including enrichment activities, educational visits and whole-school events.
- ✓ Support the effective organisation and deployment of resources to ensure pupils receive the highest quality provision.
- ✓ Where appropriate, lead or contribute to the development of a curriculum subject or area of school improvement.

### **Safeguarding and Compliance**

- ✓ Safeguard and promote the welfare of pupils by maintaining a vigilant approach to child protection, recognising and reporting concerns in line with school policies and statutory guidance.
- ✓ Contribute to a safe, positive and inclusive school environment by implementing safeguarding, health and safety, risk management and behaviour policies consistently and effectively.
- ✓ Maintain accurate and timely records relating to safeguarding, pupil welfare and statutory responsibilities as required.
- ✓ Demonstrate an unwavering commitment to safeguarding and promoting the welfare of children and young people at all times.

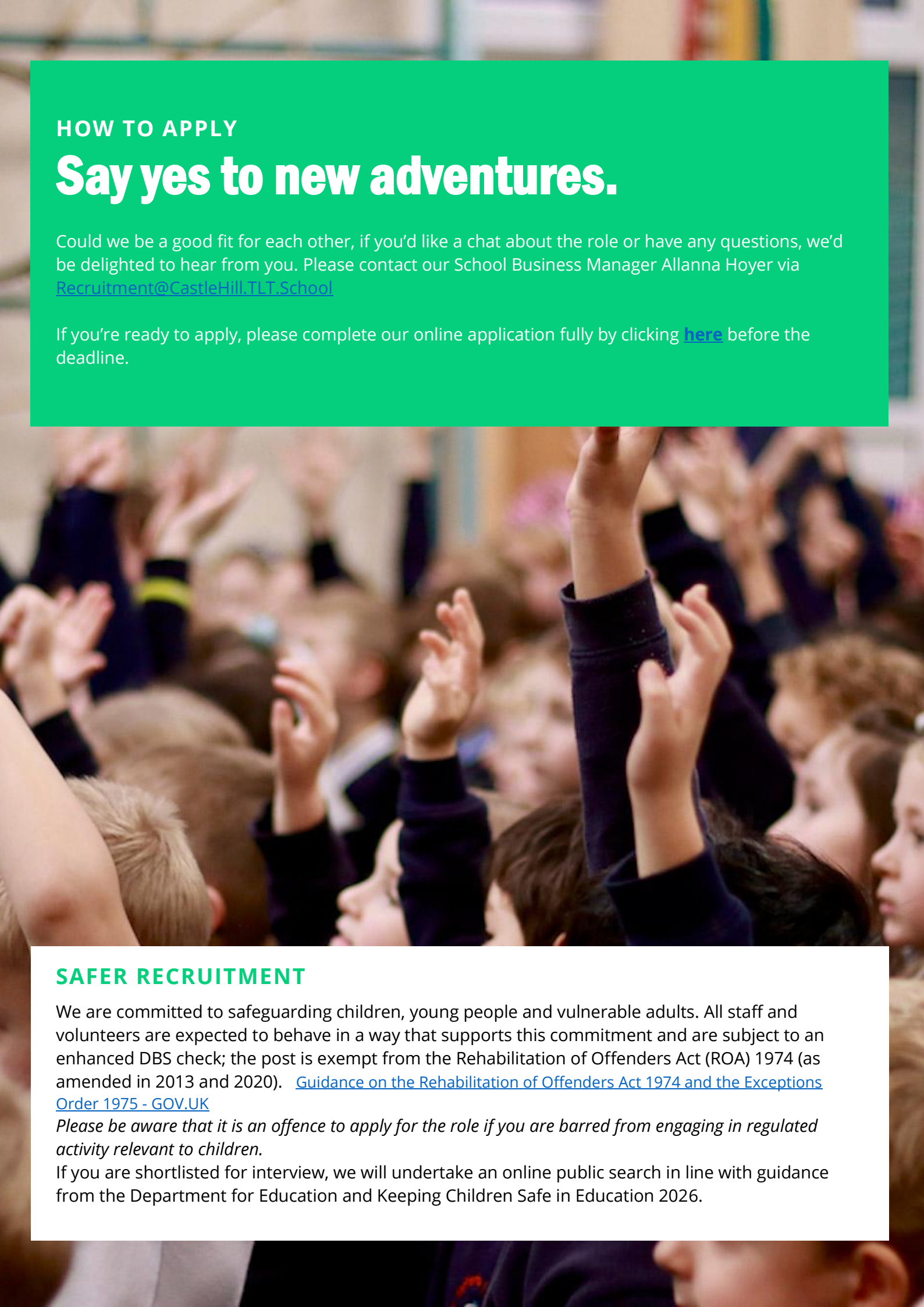
## **EXPECTED BEHAVIOURS**

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework please visit [Competency Framework](#).

## PERSON SPECIFICATION

| Experience and Qualifications                                                                   | Essential | Desired |
|-------------------------------------------------------------------------------------------------|-----------|---------|
| Qualified Teacher Status (QTS)                                                                  | ✓         |         |
| Good honours degree                                                                             | ✓         |         |
| Recent and relevant CPD                                                                         | ✓         |         |
| Additional SEND qualification or accredited SEND training                                       |           | ✓       |
| Experience of teaching children or young people                                                 | ✓         |         |
| Experience of assessing and monitoring pupil progress                                           | ✓         |         |
| Experience of working collaboratively with support staff and external professionals             | ✓         |         |
| Experience of working with pupils with complex learning needs                                   |           | ✓       |
| Makaton, Team Teach or equivalent specialist training                                           |           | ✓       |
| Technical Skills                                                                                |           |         |
| Understanding of effective teaching, learning and assessment for pupils with SEND               | ✓         |         |
| Ability to plan and deliver personalised learning that meets individual needs and EHCP outcomes | ✓         |         |
| Strong understanding of inclusive practice and strategies to remove barriers to learning        | ✓         |         |
| Ability to create a safe, engaging and nurturing learning environment                           | ✓         |         |
| Effective behaviour support and classroom management skills                                     | ✓         |         |
| Knowledge of alternative and augmentative communication approaches                              |           | ✓       |
| Experience of using communication systems such as Makaton, PECS or AAC                          |           | ✓       |
| Experience of curriculum adaptation for pupils with severe or profound learning difficulties    |           | ✓       |
| Delivers lessons with enthusiasm and high expectations for pupils                               | ✓         |         |
| Excellent organisation skills, able to manage competing priorities                              | ✓         |         |



A background image showing a large group of children in a classroom, many with their hands raised, suggesting an interactive or enthusiastic environment.

## HOW TO APPLY

# Say yes to new adventures.

Could we be a good fit for each other, if you'd like a chat about the role or have any questions, we'd be delighted to hear from you. Please contact our School Business Manager Allanna Hoyer via [Recruitment@CastleHill.TLT.School](mailto:Recruitment@CastleHill.TLT.School)

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

## SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check; the post is exempt from the Rehabilitation of Offenders Act (ROA) 1974 (as amended in 2013 and 2020). [Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK](#)

*Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.*

If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2026.