A CHURCH OF ENGLAND MULTI-ACADEMY TRUST
DEDICATED TO TRANSFORMING CHILDREN'S LIVES

LAAT

Coningsby St Michael's Church Primary School

SEND Hub Class Teacher

Welcome from the CEO of The Trust – LAAT
Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community** of **Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.

THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.

SEND Hub Class Teacher

SALARY

Teacher Main Pay Scale (UPS) & SENDCO Allowance

HOURS

1.0 FTE

START DATE

January 2027 or sooner

LOCATION

Coningsby St Michael’s Church of England Primary School

APPLICATION DEADLINE

Friday 23rd October 2026 (midday)

INTERVIEWS

Monday 26th October (details to be confirmed)

For an informal discussion about the role, or to arrange a visit, please contact enquiries@coningsby.laat.co.uk or on 01526 342312

Please go to My Trust Careers to apply

About the SEND Hubs

We are proud to working with Lincolnshire County Council on the establishment of a SEND Hub in our School.

In our schools we care about every pupil and want them to feel safe so that their learning potential and feelings of self-worth are optimised. We do this by always striving to create school environments that are calm, kind, welcoming and where strong, positive relationships exist between adults and pupils and a culture of unconditional positive regard is in place.

The purpose of our SEND Hubs are to provide a first class education to all pupils because we believe that every child has the power to achieve. It is also to guide, protect, support and nurture pupils, helping them to make the right choices and when this does not happen, to help them put that right and to be forgiven by others as well as forgive themselves.

As a member of the SEND Hub team, you will play a vital role in delivering enhanced educational support to pupils with Education, Health, and Care (EHC) plans within a mainstream school setting. You will help create inclusive, nurturing environments where pupils can thrive academically, socially, and emotionally.

This is a pioneering initiative shaping the future of inclusive education and will have a meaningful impact in the lives of children and young people.

Key Responsibilities

- Provide tailored support to pupils with SEND, fostering independence, resilience, and confidence.
- Collaborate with mainstream teaching staff to ensure inclusive classroom practices.
- Contribute to the development and delivery of a rich, accessible curriculum.
- Support pupils in transitioning between educational stages and preparing for adulthood.
- Maintain accurate records and contribute to EHC plan reviews and assessments.

We Are Looking For

- Experience working with children and young people with SEND (in education, care, or support roles).
- Knowledge of inclusive education practices and SEND frameworks.
- Strong communication and teamwork skills.
- A nurturing, patient, and proactive approach.
- Relevant qualifications (e.g., SEND, teaching assistant, education support).

Why Join Us?

- Be part of a pioneering initiative shaping the future of inclusive education.
- Work in a supportive, collaborative environment with ongoing professional development.
- Make a meaningful difference in the lives of children and young people.
- Opportunities across multiple schools in Lincolnshire.

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Practical Teaching Assessment

As part of our interview process we aim, where possible and where applicable, to observe you teaching in your current school, with the agreement and support of your school's leadership. This allows us to see you in a familiar environment and gain an authentic understanding of your teaching practice.

If a visit to your school cannot be arranged, or if you do not consent to this, we will dedicate a significant portion of your interview to a practical teaching assessment within our own school setting, ensuring you still have the opportunity to demonstrate your skills in the classroom.

We believe some of the benefits of observing you teach in your current school include:

- Seeing you teach in your natural environment, using familiar resources and routines.
- It demonstrates how you manage your classroom, differentiate instruction, and engage students who you are familiar with, and students who are familiar with you.
- Teachers often perform better in their own setting, and we can observe how you integrate school-specific policies and curriculum.

If shortlisted, we'll get in touch with the Head of your school to make sure they're happy with the visit and to arrange a date and time that works for everyone.

All candidates will first take part in a practical teaching assessment, including a lesson observation, which forms the initial stage of our selection process.

Based on the outcome of this assessment, the school will determine whether candidates progress to the formal interview stage and the interview may conclude at this stage if the required standard is not demonstrated.

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About Coningsby St Michael's Church of England Primary School

Inspire – Believe – Achieve

Coningsby St Michael's Primary School is a vibrant school where children are enthusiastic and motivated to achieve endless possibilities. The children are at the heart of every decision we make to ensure that they are happy, confident and that the opportunities that are provided for them are relevant to their needs both now and in the future.

The Church School values we teach the children are the foundations to our school and underpin our curriculum. The values we are learning about this year are: Friendship; Perseverance; Compassion; Forgiveness; Thankfulness and Truthfulness. We teach the children values for life through these and make links to bible stories and PSHE to enable our children to make choices and decisions, both in and out of school.

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At Coningsby St Michael's Primary School, we believe that children should be curious about their learning. Through our engaging curriculum, we ensure that children can foster a passion for learning that will help to develop high aspirations and a lifetime of memories. We believe in ensuring that children receive a well-rounded curriculum; where individual talents can be spotted and nurtured to ensure that all children experience success and reach their full potential. We aim to develop whole individuals and promote independent learning. Our topic approach to teaching ensures entitlement for all children to an enriched learning experience, appropriate to their individual needs.

The school has a dedicated team that works hard to reach high standards in everything we do and this is further embedded through our successful relationships with parents, the local community and the other schools in the Lincoln Anglican Academy Trust.

Teachers and support staff strive to create purposeful and stimulating learning environments, both inside the classroom and by using our generous school grounds. The curriculum is enhanced through a range of visitors into school and a variety of trips throughout the year, as well as a range of extra-curricular activities.

Job Description

Under the reasonable direction of the Headteacher, carry out the professional duties of a School Teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).

Key Tasks and Responsibilities

- Lead on and have oversight of the learning, academic provision, wellbeing and outcomes of the pupils within the SEND Hub, providing an environment that is vibrant and promotes a supportive and inclusive culture across the school.
- Ensure the special educational needs of individual pupils are met within an inclusive environment that allows them access to the National Curriculum in accordance with the provisions of the Special Educational Needs and Disability (SEND) Code of Practice 2015.
- Oversee and lead the SEND Hub on a day to day basis, fulfilling the specialist support, provision and agreement between the school/academy and the Local Authority.
- Develop the SEND Hub as an integral part of the school/academy, including the curriculum offer, knowledge and expertise that supports its pupils with additional needs, role modelling high quality provision.
- Plan and teach inspirational, specialist and highly adapted lessons to the pupils within the Hub.
- Make accurate and productive use of assessment, to promote at least expected pupil (academic) progress and emotional development, including the use of profiling each term.
- Provide a stimulating, nurturing and well-structured learning environment suitable for pupils with special educational needs.
- Champion the needs of pupils in the SEND Hub across the wider school and within mainstream classes.
- Develop a bespoke, topic-based curriculum using principles, which both meets the academic, special and personal development/social needs of pupils.
- Play a full and active role in the development of the school including department and whole school development/improvement, aware of and implementing national developments in best practice.

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- Participate in, and take responsibility for, your continuing personal professional development.
- Support the school through developing a consistent approach to inclusion, behaviour management, teaching and learning, marking, assessment etc. following relevant school policies.
- Promote pupil progress through the effective deployment and coordination of support staff, including specialists from external agencies.
- Support the SENCo in the review of EHC Plans for pupils placed in the Hub.
- Support the SENCo and class teachers with the review of short and long-term targets / outcomes for pupils at SEN Support that access the SEND Hub as part of planned transitional places.
- Attend relevant meetings to maintain effective multi-agency partnerships with other SEND Hub teachers as part of the network of provision.
- Thoroughly plan all SEND Hub lessons with a view to engaging pupils through a well thought out series of activities designed to be appropriate to the level and ability of each pupil.
- Use accurate assessment to ensure detailed knowledge pupil profiles to plan lessons that will appropriately challenge each pupil leading to measurable and demonstrable progress.
- Ensure monitoring and tracking processes are in place to monitor pupil progress and to identify gaps in learning.
- Ensure lessons consistently model best practice, using a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the curriculum
- Work in partnership with external agencies to ensure pupils are assessed appropriately, supported and monitored across a range of multi-disciplinary services as required.
- Provide robust transition support and planning for SEND Hub pupils, at entry and exit points and also across the school day.
- Provide key contributes within the annual review process for each pupil's EHC plan, liaising closely with the SENCo.
- Use learning to develop new and effective approaches to teaching and learning across the SEND Hub and the whole school.
- To assist in the development of whole school inclusive syllabuses, resources, schemes of work, marking policies and teaching strategies.
- Establish effective partnership relationships with parent / carers to involve them in their child's learning, as well as sharing information regarding pupils' curriculum, attainment, progress and targets, behaviour and well-being.

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- Organise and deliver open events to welcome parents and carers into the SEND Hub, for both current pupils and as part of planned transition for new pupils.
- Support pupils and their parents/carers to make the most of the educational and other relevant opportunities available to them.
- Liaise effectively with and signpost to other agencies when necessary, for example, early help, social care, Lincolnshire Parent Carer Forum (LPCF), and support agencies.
- Ensure accurate and detailed records are kept of meetings and discussions with parent/carers.
- To support teaching and learning by providing high quality support as part of a committed and flexible team.
- Contribute to the accurate and appropriate use and maintenance of up-to-date recording systems including, but not limited to, those related to attendance, safe guarding, behaviour, progress and learning.
- Demonstrate a critical understanding of legislation, strategies, processes and developments within SEND and reflect this understanding in daily practice.
- Contribute to the overall ethos/work/aims of the school.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Maintain a thorough working knowledge of the school's policies and procedures related to SEND and to Inclusion, including Accessibility Plan, Safeguarding and Child Protection, Inclusion, Health and Safety, First Aid Policy, confidentiality and data protection.
- Follow the schools Health and Safety rules and procedures and adhere to safeguarding principles; and report all concerns to the appropriate person.
- Ensure the health needs of pupils are met by ensuring agreed medical and / or dietary procedures are carried out in line with their Risk Assessments, EHC plan, Healthcare Plan or any First Aid procedures.
- Expectation to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description as each individual task undertaken may not be identified.

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Responsibilities

- Directing and supervising the work of Teaching Assistants.
- Co-operation and liaison with other professionals, including fellow staff and colleagues from external agencies (for example, Specialist teachers, LAAT support services, health professionals and social workers).

Generic Responsibilities

- Teach pupils in their assigned group according to their educational needs, including the setting and marking of work to be carried out by the students in school.
- To use a variety of a delivery methods appropriate to students' learning styles and the varying demands of the curriculum.
- To provide a positive, conductive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.
- To support the school special needs policy on inclusion and to assist in the identification and teaching of children with special needs within the class.
- To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.
- To play a full part in the life of the school and LAAT community, and promote its Christian ethos.
- To follow and actively promote the school's policies.

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Other

- The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.
- The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.
- The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.
- All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during their work.

Applications are welcome from all, irrespective of gender, sexuality and promotes diversity and wants a workforce which reflects Christian Values, race, religion, marital status, age, or disability.

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Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience	Essential	Desirable
Qualified Teacher Status	*	
Additional qualifications of training in special educational needs and disabilities (e.g. SEND)		*
Experience of working with children with a range of special educational needs and disabilities	*	
Quality of teaching is consistently good/outstanding	*	

Professional knowledge and understanding		
A range of strategies which contribute to excellent teaching and learning	*	
Strong understanding of the SEND Code of Practice and the Special Educational Needs and Disability Regulations 2014		
Statutory National Curriculum requirements for KS1 or Early Years Curriculum for EYFS	*	
How to effectively monitor, assess and record pupil progress	*	
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEN and Child Protection	*	
Current safeguarding requirements	*	

Safeguarding Children		
Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

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Personal and Professional Skills and Attributes	Essential	Desirable
Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Willing to go the extra mile and be flexible	*	
Plan effectively to meet children's interests	*	

Approach to work - Candidates should

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	
Be an outstanding role model	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other – Candidates should:

Be a positive role model	*	

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What our Colleagues say about us…

‘I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues’

“SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family’ ‘The Christian values of our school are lived out by stakeholders’ ‘As much is done as possible to support mental health and work / life balance”

‘Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else’

‘Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust’ ‘Our links to our community, the children and parents. The support from the trust with curriculum’

‘I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support’

‘The sense of shared purpose to make changes for children to improve their life chances’

Benefits of working in our Trust

We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the **Department for Education's (DfE) Education Staff Wellbeing**, joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme

Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond.

Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

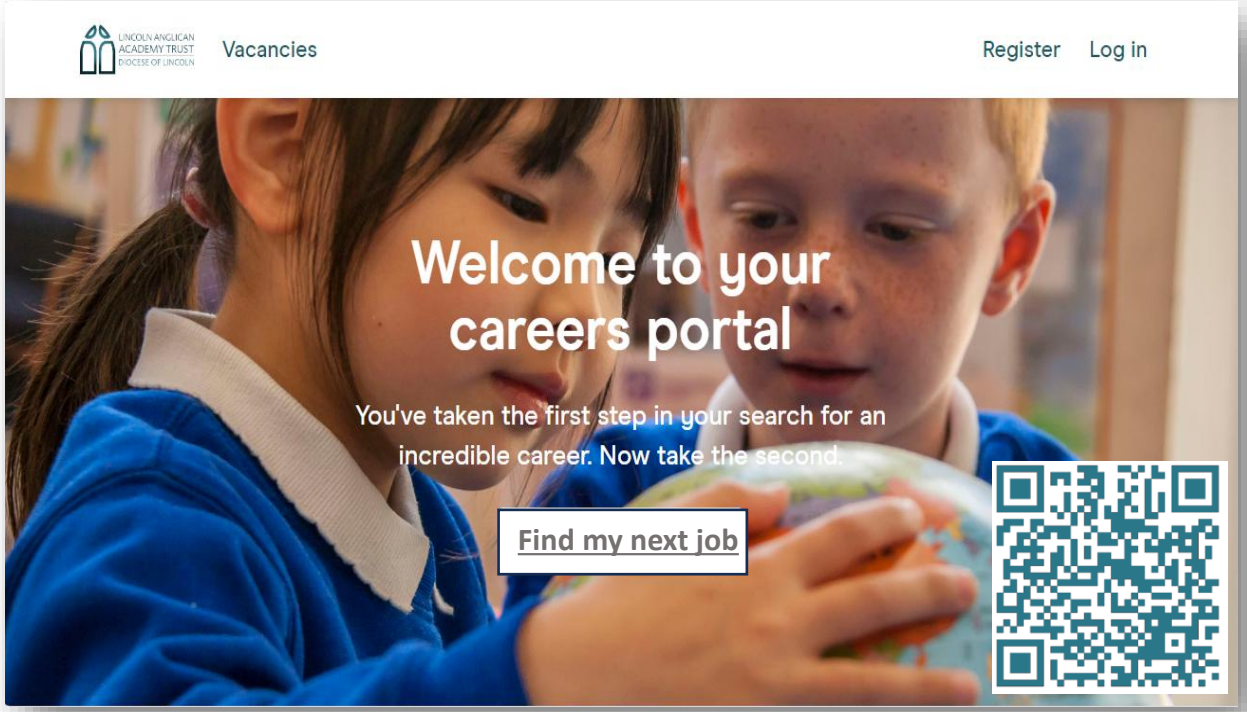
We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

Please see link to our privacy notice for prospective candidates:

Opportunities - LAAT (thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

My Trust Careers by clicking the link or using the QR code and create an account.

In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.