



Job Title: SEN TEACHER (RE)

Responsible to: Headteacher

Job Purpose:

- To work with the Senior Leadership Team to meet the educational, spiritual, and personal development needs of pupils at St John's.
- To create, develop and maintain a high-quality teaching and learning environment across a range of subjects, with a particular emphasis on delivering high-quality Religious Education from primary through secondary age SEN pupils.
- To plan and deliver learning that reflects the Catholic mission of the school, ensuring that RE teaching is faithful to Church teaching, aligned with diocesan expectations, and accessible to pupils working towards a range of pathways including Life Skills, Units of Accreditation, and GCSE Short Course.
- To contribute positively to the Catholic life of the school by supporting prayer, liturgy, Collective Worship, and the wider spiritual formation of pupils.
- To participate in the development and implementation of school policies, curriculum plans and targets, contributing to the continuous improvement of provision

Salary: MPS Scale + 1 SEN point

1	Curriculum Provision
	<ul style="list-style-type: none"> • Following the National Curriculum programmes of study and diocesan guidance for Religious Education, deliver a broad, balanced and appropriately differentiated curriculum to pupils with complex special educational needs. This includes teaching RE as the primary subject across a wide age and ability range, as well as delivering additional curriculum subjects as required. • Plan challenging and engaging teaching and learning objectives that meet the diverse needs of pupils, including those working towards Life Skills outcomes, Units of Accreditation, and the GCSE Short Course in Religious Education. Adapt and adjust lessons, resources and approaches to ensure accessibility and meaningful progress for all learners. • Monitor and evaluate pupil progress carefully, setting personalised targets and using assessment information to inform next steps in teaching across RE and other curriculum areas. • Prepare and deliver high-quality schemes of work and lesson plans that reflect diocesan expectations for RE, the needs of SEN learners, and the school's curriculum intent. Ensure teaching supports not only academic development but also spiritual, moral, social and cultural formation. • Maintain good order, safety and discipline in the classroom in line with school policies, creating a calm, purposeful and supportive learning environment rooted in the Catholic ethos of the school. • Prepare, update and adapt teaching materials to ensure lessons are engaging, relevant and accessible to pupils with varied learning profiles, communication needs and accreditation pathways.
2	Management Information
	<ul style="list-style-type: none"> • Work collaboratively with colleagues to assess, record and report on the development, progress and attainment of pupils in accordance with departmental and whole-school policies. This includes ensuring accurate tracking of progress across Religious Education and all additional subjects taught, for pupils working towards a range of outcomes. • Produce clear, accurate and meaningful subject reports in line with school guidelines, reflecting pupils' academic progress, personal development and engagement. • Provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups. This includes contributing to EHCP reviews, multi-agency meetings, ensuring that assessment information reflects pupils' strengths, needs, progress and next steps.
3	Working with colleagues
	<ul style="list-style-type: none"> • Ensure the effective and efficient deployment of classroom support by working closely with Learning Support Assistants, providing clear direction, modelling good practice, and ensuring that support is used purposefully to enhance learning. • Work collaboratively as part of a multidisciplinary team, contributing to shared planning, assessment discussions and curriculum development, especially in relation to Religious Education pathways and wider subject delivery. • Maintain regular attendance at, and active participation in, staff meetings, phase meetings, departmental meetings and other professional discussions as required, contributing positively to whole-school initiatives and the ongoing development of the Catholic ethos.

	<ul style="list-style-type: none"> Engage with diocesan RE networks by participating in the Diocese of Leeds RE teacher forums, contributing to professional dialogue, sharing best practice, and ensuring the school's RE curriculum remains aligned with diocesan guidance and expectations.
4	Pastoral Duties of a Form Teacher
	<ul style="list-style-type: none"> Promote the pastoral care, well-being and personal development of pupils in ways that reflect and actively support the Catholic ethos, mission and values of the school. Register pupil attendance accurately and promptly in accordance with school procedures, ensuring that any concerns are followed up in line with safeguarding and attendance protocols. Alert appropriate staff to any difficulties, barriers or concerns experienced by pupils, contributing to early identification and supporting effective strategies to meet individual needs. Communicate with parents, carers and relevant external professionals as appropriate, ensuring all communication is timely, sensitive, and aligned with school procedures and lines of accountability. Contribute to the delivery of PSHE according to school policy, embedding Catholic values and promoting pupils' social, emotional and spiritual development. Apply the school's behaviour management policies consistently so that a calm, safe and purposeful learning environment is maintained. Support pupils in developing effective organisational habits, personal equipment, timetables and transitions across the school day. Contribute to annual reviews, termly pupil progress reviews and individual plans (Behaviour and/or Medical), providing accurate pastoral and academic information that informs high-quality personalised planning. Attend and help prepare for Collective Worship with the form group, supporting pupils to engage meaningfully in prayer, reflection and liturgical life as part of the Catholic formation of the school community.
5	Continuing Professional Development
	<ul style="list-style-type: none"> Take part in the school's professional development programme by engaging fully in training and development opportunities that enhance the quality of teaching and learning, including RE-specific CPD, diocesan training, and development activities linked to the Catholic life of the school. Engage actively in the school's performance management process, reflecting on professional practice, contributing evidence of impact, and setting clear, meaningful objectives that support growth in subject knowledge and pedagogy across all age groups and accreditation pathways. Participate in relevant Diocese of Leeds networks, forums and professional learning opportunities to ensure that RE provision remains aligned with diocesan expectations and national Catholic guidance. Maintain and develop strong subject knowledge and understanding of current educational practice, SEN pedagogy and Catholic curriculum developments, ensuring that teaching remains up-to-date, adaptive, inclusive and aspirational for all learners.
6	Other
	<ul style="list-style-type: none"> Maintain professional and personal integrity in accordance with the Teachers' Standards, modelling conduct consistent with the Catholic ethos and values of the school.

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| | <ul style="list-style-type: none">• Maintain confidentiality at all times in respect of school-related matters, safeguarding pupils, families and colleagues by ensuring that sensitive information is handled appropriately and in line with statutory and school policies.• Undertake any duties of a similar level and responsibility as may reasonably be required by the Headteacher or Governors, including contributing to whole-school events, Catholic Life activities, and curriculum initiatives.• Establish constructive relationships with colleagues, parents, carers and external agencies, communicating clearly and professionally to support effective teamwork, pupil well-being and positive outcomes.• Play a full and active part in the life of the school community by supporting its Catholic ethos, mission, rules and routines, contributing to Collective Worship, liturgical events, and wider school enrichment in accordance with the expectations of a teacher working in a Catholic school |
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St John's Catholic Specialist School and all its personnel are committed to safeguarding and promoting the welfare of children and vulnerable adults.

Person specification for RE teachers	Essential or Desirable	Application/ Interview or other
QUALIFICATIONS and PROFESSIONAL DEVELOPMENT		
Qualified teacher status	E	A
Degree or equivalent	E	A
A relevant qualification in the subject areas relevant to the post	E	A
Catholic Certificate in Religious Studies (CCRS) or equivalent	E	A
Evidence of ongoing professional development, including RE-specific CPD or diocesan training (e.g. Diocese of Leeds RE forums, Catholic curriculum development)	D	A
Additional theological or RE-specific study (e.g. PGCert, Masters modules, Diocesan RE training programmes)	D	A
EXPERIENCE OF TEACHING		
Ability to teach RE to Key Stage 2/3	E	A/I
Ability to teach RE to Key Stage 4	D	A/I
Ability to teach PSHE to Key Stage 2 and/or Key Stage 3 level	D	A/I
Ability to plan consistently good lessons, manage time and keep track of pupil progress	E	A
Training or CPD relating to SEN, inclusive practice or multi-pathway accreditation (Units of Accreditation, GCSE Short Course)	D	A/I
Experience of teaching pupils with SEND	D	A/I
Experience of using strategies to manage challenging behaviours and creating a positive and productive learning environment	E	I
Experience of adapting and adjusting teaching methods to meet diverse needs of learners	E	A/I
Demonstrate a drive for creating an inclusive, nurturing learning environment and improving outcomes for students with SEND	E	I
Commitment to professional development and staying updated with best practice in education	E	I
SKILLS, KNOWLEDGE AND UNDERSTANDING		
Ability to proactively problem-solve with innovative approaches	E	I
An understanding of Catholic teachings, values and traditions	E	A/I
Ability and confidence with a wide range of IT tools to enhance teaching, learning, assessment, recording and reporting progress	D	A/I
Knowledge and experience of working with other schools and organisations	D	A/I
Understand and respect the role of other colleagues and professionals and show willingness to collaborate with wider teams in meeting needs of students with SEND	E	I
Show understanding and compassion towards students' individual challenges and learning styles	E	I
Ability to listen carefully and communicate relevant information clearly and effectively	E	I
PERSONAL CHARACTERISTICS		
Practising Catholic, able to model and uphold the teachings and values of the Catholic Church	E	A
Commitment to school's Catholic ethos	E	A/I

A willingness to respect and participate in the Catholic life of the school	E	A/I
An ability to work independently and as part of a team	E	A/I
Good communication, administrative and organisational skills	E	A/I
Enthusiasm and commitment to new challenges	E	A/I
Have an organised approach, plan effectively, work reliably to a high standard and meet deadlines	E	A/I
Respect and value everyone and show commitment to promoting equality, diversity, and inclusion	E	A/I
Be honest, open, act with integrity and respect confidentiality	E	A/I
Ability to engage positively with parents	E	A/I
APPLICATION FORM		
Application form to be completed in full and legible	E	A
Supporting statement to be clear, concise and related to the specific post and appointment criteria no more than 2 sides of A4 in font size 11	E	A