

An Invitation to Join Our Team

Lead Teacher for our Specialist Resource Provision

Required from: September 2026

Pay Scale: TMS +UPS

Full Time (*Candidates who are interested in part time working are welcome to apply. Please outline this in your application*)



Dear Candidate,

Thank you for showing an interest in this position. We welcome applications from qualified and experienced teachers for the position of Resource Provision Lead Teacher at Water Orton Primary School.

Water Orton Primary School is an inclusive and nurturing school. It is a happy and caring environment where every individual is valued and where pupils are motivated to achieve their potential.

Based in North Warwickshire we have a striking new school building and school grounds that are full of potential. We have a diverse group of staff and Governors, each with a wide range of skills and expertise, making up a supportive team. They go over and above to provide for all pupils and to care for the whole Water Orton Primary School community.

Our pupils are a privilege to care for and teach because they are happy, polite and very keen to learn. They are proud of their school and want it to 'Be the Best it Can Be.'

Have a look at our website <https://www.waterortonprimaryschool.co.uk/> to get a flavour of our school and to find out what it is like to work at Water Orton Primary School.

Evergreen is a specialist provision designed to support children with Communication and Interaction needs. It is an 12-place provision (currently over subscribed) with pupils currently ranging from children in year 2 to children in year 6.

Evergreen is housed in a purpose-built area of our school grounds. It has great facilities, access to outside space and the staff retain strong links with the team in the mainstream school.

We are seeking a highly effective teacher with strong expertise in supporting pupils with SEND, particularly those with communication and interaction needs. The successful candidate will not only demonstrate outstanding classroom practice but will also bring the leadership skills needed to guide a team, drive continuous improvement, and contribute actively to the wider school SEND leadership team. They will have the confidence and experience to work with staff, parents and other professionals to improve the outcomes and life chances for children and their families.

This is an exciting opportunity for someone who is passionate about inclusive education and committed to making a meaningful impact across the whole school community.

The successful candidate will be well supported in the provision by the experienced, knowledgeable and committed Evergreen staff, including a current part time Evergreen Teacher. They will work within the wider school SEND team which includes the SENDCO, Intervention Manager and a wealth of experienced teaching and support assistants.

Key Requirements

Essential criteria for the successful candidate are:

QTS status

Recent experience of teaching in a mainstream Primary School

Up to date knowledge of Local Authority and National expectations for SEND including the SEND Code of Practice.

Knowledge of EHCPs and their implementation

An in depth understanding of how to support pupils with communication and interaction difficulties, including those on the Autistic Spectrum.

We are looking for an individual who is:

A resilient team player who can lead and work alongside the experienced team.

An exceptional practitioner who can get the very best out of our pupils

Committed to safeguarding and promoting the welfare of children and young people.

Enthusiastic and motivated, with high expectations for all learners.

Committed to equal opportunities and securing good outcomes for all pupils.

Approachable, positive and committed to working with the whole school community.

For a full list of the roles responsibilities and the requirements for a successful candidate, please read the attached job description and person specification below.

Information on How to Apply

To apply for the role of Resource Provision Lead Teacher – Evergreen at Water Orton Primary School, please complete the attached application form and include within this a statement outlining how you meet the person specification.

The closing date for applications is **Wednesday 15th April at 9am** and interviews are planned to take place during the following week.

Applications should be sent by e mail to Emma Smith on smith.e1@welearn365.com

We very much look forward to hearing from you. Good Luck!

Mrs. Emma Smith



Headteacher

JOB DESCRIPTION: WATER ORTON PRIMARY SCHOOL

Job Title/Post: Lead Teacher (Evergreen Resource Provision)

Salary: TMS + UPS (TLR 2 dependent on experience)

Responsible to: The Headteacher

Responsible for: Pupils and support staff

LEAD TEACHER

This job description should be read in conjunction with Part 12 of the STPCD (and annex 1 to the STPCD for post-threshold standards) as well as the QTS professional standards.

Teaching, Learning and Assessment:

Plan, deliver, and assess engaging lessons tailored to the individual needs of pupils with communication and interaction difficulties.

Teach challenging, well organised lessons using an appropriate range of teaching strategies to meet the needs of individual pupils

Use a range of teaching strategies and structured approaches such as visual schedules, and sensory integration techniques.

Develop and implement individual learning plans and contribute to Education, Health, and Care Plans (EHCPs).

Adapt teaching methods to accommodate sensory, communication and social interaction difficulties.

Create a safe, structured, and inclusive learning environment that supports pupil engagement and independence.

Monitor student progress and provide regular reports to parents, carers, and external agencies.

Contribute to the planning of curriculum content with Subject Leads and the Inclusion Team.

Support the SENCo and Inclusion Team in monitoring and reviewing the curricular provision for pupils in the provision.

Implement positive behaviour support strategies to manage behaviours in a consistent, proactive, and supportive manner in line with the school's Behaviour Policy

Work collaboratively with teaching assistants, therapists, and external professionals to implement individualised support plans.

Promote pupils' emotional well-being, resilience, and self-regulation skills.

Establish strong relationships with parents and carers, providing regular updates and advice on supporting learning at home.

Teamwork & Collaboration:

Work closely with provision staff, mainstream teachers, and school leadership to promote inclusion and transition opportunities where appropriate.

Participate in multidisciplinary meetings, contributing to discussions on pupil progress and support needs.

Support Teaching Assistants to ensure best practices.

Professional Development & Compliance:

Stay up to date with specific teaching strategies, research, and SEND legislation.

Engage in continuous professional development (CPD) and attend relevant training.

Ensure compliance with safeguarding policies, SEND regulations, and whole-school policies.

Contribute to the wider school community and take part in school events, initiatives, and extracurricular activities.

Lead, support and motivate support staff working within the provision

Main specifications for the post of Teacher MPS

	Essential Criteria	Desirable Criteria
QUALIFICATIONS	<p>Qualified Teacher Status</p> <p>Degree, PGCE, BA ed, or equivalent</p> <p>Enhanced DBS disclosure and suitability to work with young people</p> <p>Successful, references and health check</p>	<p>Other relevant educational qualifications or certified Professional Development</p> <p>Any non-educational qualifications which may be relevant (E.g. First Aid)</p> <p>Additional qualification or study into subjects relating to SEN</p>
KNOWLEDGE & EXPERIENCE	<p>Experience of / training in teaching in either EYFS, KS1, or KS2</p> <p>An understanding of what constitutes outstanding, inclusive, education and how to achieve good progress in learning</p> <p>A secure understanding of high quality questioning, marking and assessment</p> <p>A sound knowledge of assessment & moderation</p> <p>A sound awareness and an emerging personal philosophy of current educational strategy, policy & issues</p> <p>The ability to complement existing members of staff to provide a well-balanced, effective team</p> <p>Commitment to, or experience of working closely with parents and other staff</p> <p>An in depth understanding of how to support pupils with communication and interaction difficulties, including those on the Autistic Spectrum.</p>	<p>Experience of leading a team</p> <p>Broader experience of working with children in the wider primary age range</p> <p>Experience of working/developing a SEN Provision or within a similar support service.</p> <p>Experience of SATs</p> <p>Experience of teaching in mixed-age classes</p> <p>Evidence of achievements other than education (working with youth groups etc)</p> <p>An ability to lead and manage an area of the Curriculum</p>
SKILLS AND ABILITIES	<p>Excellent teaching skills. Evidence or reference to your ability to demonstrate this</p> <p>High quality feedback and assessment skills</p> <p>An ability to work co-operatively and supportively as a committed leader of a team, being motivated & motivating others</p> <p>High levels of inter-personal skills: good written and oral communication and an ability to relate to others</p> <p>Creativity, with an ability to relate to, motivate, nurture and inspire children</p> <p>Good behaviour-management strategies</p> <p>Confidence and enthusiasm for ICT as well as very good computing skills</p> <p>The ability to positively influence the practice of others, including delivering INSET.</p>	<p>Specific curricular expertise which would be used to extend the learning of your class and would benefit the wider school as part of a club or additional activity.</p>
OTHER QUALITIES	<p>Confidence to integrate quickly,</p> <p>A positive, enthusiastic approach with high expectations for pupils, staff and self</p> <p>Ability to rapidly engage with and motivate children to perform at a high level of achievement</p> <p>Loyalty and professional respect for the school, its leadership & its aims</p> <p>A willingness to work effectively with all members of the school team & community</p> <p>Patience, care, tact, emotional literacy, integrity & tenacity, reliability, punctuality & good time management</p> <p>A willingness to follow advice/ guidance/ instructions and take on new challenges Initiative, independence good organisational skills - The ability to make good, well-thought through decisions</p>	<p>Humour and perspective</p> <p>Wider experiences and interests</p> <p>An aspiration to develop professionally. Willingness to complete individual professional development and contribute to whole school development</p>