



**ALEC REED  
ACADEMY**  
PROUD TO LEARN



**APPLICATION PACK FOR THE ROLE OF  
PRIMARY SEND TEACHER**

# APPLICATION PACK PRIMARY SEND TEACHER

CLOSING DATE  
10<sup>th</sup> February 2026

## What's inside?

Welcome Message	3
Our Key Values	4
Our Primary/Secondary Phase	5
Unique Projects: Academy Fields & Outdoor Education	6
Employability Hub	7
Exceptional Facilities	8
Professional Opportunities	9
Staff Benefits	10
Factsheet	11
Staff Testimonials	12
Letter from the Principal & CEO	13
Job Advert	14
Job Description	15
Person Specification	16
Contact Us	17



**ALEC REED  
ACADEMY**  
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# WELCOME

## TO THE ALEC REED ACADEMY

### WELCOME MESSAGE FROM OUR PRINCIPAL & CEO, PHIL COSBY



## Our Learning

We're delighted you're considering joining our vibrant, diverse, and forward-thinking community in the heart of Northolt, where you'll be part of an all-through school, educating pupils from Nursery to Sixth Form. Our Primary Phase is a cornerstone of our success — nurturing curiosity and laying strong foundations for lifelong learning. This unique structure fosters collaboration and professional growth across all key stages.

Our mission is simple: unlock potential and inspire excellence—in students, staff, and the wider community. We provide an environment where everyone feels valued, supported, and empowered to succeed.

We invest in our people with extensive professional development, clear career pathways, and a workplace that champions innovation, wellbeing, and achievement.

This application pack introduces our values, vision, working environment, and the benefits of joining our team. We hope it gives you a clear sense of who we are and what we stand for.

We look forward to the possibility of welcoming you to our Academy community.

Warm regards,

**Phil Cosby**  
Principal & CEO

# KEY VALUES

## "PROUD TO LEARN"

Our motto is at the heart of what we aim to achieve within the academy. To us, a sense of social and moral responsibility is as important as academic success. We model and promote behaviour which treats and respects all people as unique, valuable individuals.

A strong feature of the academy is our focus on three core, guiding principles: Respect, Honesty and Kindness. These positive values and attitudes are a necessary prerequisite for success and we encourage our students to demonstrate these in school, at home and in the wider community. They are central to our daily expectations of students.

As an all-through academy for ages 3–19, we offer a seamless learning journey that nurtures confidence, resilience, and ambition. In our Primary classrooms, respect and kindness underpin every interaction, fostering a safe and joyful environment where young learners thrive.

Our aim is simple: to inspire a love of learning, encourage high aspirations, and prepare young people to become responsible, compassionate citizens who contribute positively to society. By working together—students, staff, and families—we create a community where excellence is not just expected, but achieved.



## RESPECT

## HONESTY

## KINDNESS

At ARA, we believe that a first-class education is the right of every child and we take immense pride in being a truly inclusive academy where every student feels welcomed, valued, and supported. Our purpose is to create an environment where every child can thrive, exceed expectations, and develop the confidence, skills, and cultural capital needed to lead a fulfilling life. We reject the notion that intelligence is fixed or that prior attainment creates a glass ceiling; with the right support, every child can achieve more than they imagined.

Everything we do is driven by our commitment to make the academy a better place for the children we serve, and this vision is lived and breathed daily by every member of staff and our trustees. By providing an education that empowers choice and agency, we ensure that our students leave us not only with academic success but with the resilience and ambition to shape their own futures.





# PRIMARY PHASE – A FOUNDATION FOR LIFELONG SUCCESS



At Alec Reed Academy, our Primary Phase is the cornerstone of our all-through provision. We believe that the early years and primary education set the stage for every child's future success, and we are proud to offer a nurturing, ambitious, and innovative environment for pupils aged 3–19.

## Our Vision for Primary Education

We aim to develop confident, compassionate learners who are ready for the challenges of secondary education and beyond. Through high expectations, innovative teaching, and strong partnerships with families, we ensure every child leaves our Primary Phase equipped with the skills, knowledge, and character to succeed.

## What makes our primary phase exceptional?

- **Inclusive and Aspirational:** Every child is valued and supported to achieve their full potential, regardless of background or starting point
- **Rich, Creative Curriculum:** We deliver a broad and balanced curriculum that inspires curiosity, creativity, and a love of learning, complemented by outdoor learning opportunities through our Academy Fields project
- **Strong Foundations in Literacy and Numeracy:** Our approach ensures mastery of core skills while fostering confidence and independence
- **Specialist Facilities:** Primary pupils benefit from purpose-built spaces, vibrant outdoor areas, and access to our Academy's state-of-the-art resources, including performing arts studios and sports facilities
- **Exceptional Pastoral Care:** Our dedicated team prioritises wellbeing, resilience, and personal development, creating a safe and joyful environment where children thrive
- **Seamless Transition:** As part of an all-through school, our pupils enjoy continuity from Nursery to Sixth Form, supported by shared expertise and collaborative teaching across phases.

# SECONDARY PHASE – SHAPING CONFIDENT, SUCCESSFUL PEOPLE

- Our Secondary Phase is a vibrant, ambitious, and forward-thinking community where students are challenged, supported, and inspired to achieve their very best. We offer a broad and engaging curriculum delivered by dedicated subject specialists who are passionate about nurturing curiosity, confidence, and academic excellence. Our classrooms, laboratories, creative arts spaces, and specialist facilities—including our outstanding sports, STEM, and performance environments—provide students with the tools and opportunities to excel both inside and beyond the classroom.
- High expectations underpin everything we do: our students are encouraged to take pride in their learning, behave with integrity, and contribute positively to Academy life. Strong pastoral care ensures every young person is known, valued, and supported, creating a culture where students thrive both academically and personally. As a result, our Secondary Phase continues to strengthen year on year, with a clear upward trajectory and a shared commitment to securing exceptional outcomes for all learners.
- Whether it's through academic stretch, leadership opportunities, enrichment programmes, careers guidance, or our inclusive approach to personal development, our Secondary Phase empowers students to become confident, resilient, and well-prepared for the next stage of their educational journey.





**SCAN  
ME!**



## Our Latest Unique Projects

### Academy Fields & Outdoor Education



At Alec Reed Academy, learning doesn't stop at the classroom door. Our Academy Fields project transforms education through nature, creativity, and sustainability.

Thanks to a £1 million investment from our sponsor, the late Sir Alec Reed; and an RHS Chelsea Flower Show Garden, we've created an inspiring outdoor environment that enriches every child's experience.

### What makes Academy Fields unique?

- **Outdoor Learning Hub:** We are working towards a dedicated space for science, environmental studies, and hands-on projects that spark curiosity and critical thinking
- **Sustainability in Action:** A place where pupils will be able to grow food, care for orchards, and learn about biodiversity—developing life skills and environmental responsibility
- **Creative Exploration:** Art, storytelling, and performance activities will take place in natural settings, encouraging imagination and confidence
- **Wellbeing & Resilience:** Outdoor learning promotes physical health, mental wellbeing, and teamwork, helping pupils thrive socially and emotionally
- **Community Engagement:** Families and local partners will be invited to share in the benefits of this green space, strengthening our ties with the wider community.

### Our Vision

Academy Fields is more than a garden—it's a living classroom where children connect with nature, develop practical skills, and discover the joy of learning in the great outdoors.





## Our Employability Hub:

### Preparing Students for Life Beyond School

At Alec Reed Academy, we believe education should go beyond academic achievement – it should empower every student to thrive in life after school. Our new Employability Hub is a cornerstone of this vision. Designed as part of the Impactful Futures initiative sponsored by Reed, the Hub provides a comprehensive careers and employability programme that equips students with the confidence, skills, and aspirations to succeed in higher education, training, or employment. This is not just about guidance; it's about transformation – breaking down barriers and ensuring that every student, regardless of background, can realise their full potential.

### Impact and Ambition

Our ambition is clear: to create a generation of confident, resilient, and ambitious young people who are prepared for life in a global society. For the Principal, this initiative offers an exciting opportunity to lead a school that is shaping futures – not just for our students, but for the wider community.

## What Makes the Hub Unique

### Key Features:

**Comprehensive Careers Programme**  
Aligned with Gatsby Benchmarks and national guidance

**Real-World Connections**  
Workplace visits, university partnerships, and employer engagement

**Personalised Support**  
Tailored mentoring and guidance for all students, especially those from disadvantaged backgrounds

**Cultural & Global Enrichment**  
Visits to museums, theatres, and international experiences to broaden horizons

**Super-Curricular Opportunities**  
Masterclasses, seminars, and guest lectures to inspire academic excellence

**Apprenticeship Guidance**  
Structured support for Year 13 students applying for apprenticeships.

# Exceptional Facilities – A Building Designed for Excellence



## **Architectural Brilliance:**

Our award-winning building, designed by Foster + Partners, combines cutting-edge design with functionality. Bright, open spaces and collaborative zones create an inspiring environment for teaching and learning.

## **Performing Arts & Media Hub:**

A professional 300-seat theatre for productions and assemblies, an industry-standard recording studio, and a digital media suite for creative innovation.

## **Creative Studios:**

Three dedicated art studios and four DT studios, a gallery exhibition space to showcase student and staff creativity.

## **Specialist Learning Areas:**

Fully equipped science laboratories, enterprise zones for project-based learning, and modern classrooms with integrated technology.

## **Sports & Wellbeing:**

A Community Sports Centre, four-court sports hall with climbing wall, outdoor tennis courts, and expansive Academy Fields for outdoor learning. Staff enjoy free access to a fully equipped fitness suite and multi-gym before and after school.

## **Technology Everywhere:**

High-speed wireless connectivity and advanced ICT systems support flexible working and innovative teaching methods.

## **Primary & Early Years Spaces:**

Our Primary Phase benefits from purpose-built halls, vibrant outdoor learning areas and dedicated creative spaces designed to inspire younger learners.





# PROFESSIONAL OPPORTUNITIES



## Join a Team that invests in it's staff – every step of the way

At our Academy, every new staff member receives a comprehensive induction and tailored training to ensure a smooth start. We are committed to continuous professional development, offering structured opportunities for growth and career progression. From high-quality training programmes to mentoring and development initiatives, we create a culture that empowers staff to achieve their full potential. Primary leaders enjoy tailored CPD, including early literacy strategies, phonics mastery, and curriculum innovation for KS1 and KS2.

## Investing in Your Expertise

We prioritise professional growth through six dedicated Professional Development Days each academic year, featuring dynamic programmes that address key priorities and build expertise across all roles. These days are complemented by a calendar of twilight sessions, offering flexible opportunities for staff to deepen their knowledge and collaborate beyond the school day. Both formats encourage teamwork, allowing subject and phase-specific groups to focus on areas that matter most to them and the Academy. This structured approach ensures every member of staff has access to meaningful, targeted development that drives excellence and innovation.



## Professional Development

The most effective professional development takes place on a daily basis through the high level of support staff receive from their line managers and other Academy staff. Each subject area and Phase is led by a Year Lead, Curriculum or Subject Leader who reports directly to a member of the Academy Leadership Team. In this way, new staff are able to work with members of management at all levels through challenge partners and purposeful team meetings.



## Early Careers Programme

Our Academy offers a first-class Early Careers Teaching (ECT) programme to give new teachers the best possible start. Weekly training sessions provide opportunities to share experiences, collaborate with peers, and learn from experienced colleagues. Led by specialists across the Academy, these sessions focus on practical strategies and subject expertise, supported by personalised mentoring and regular feedback. This programme builds strong foundations for teaching excellence while fostering a supportive, collaborative community from day one.

# YOUR WELLBEING, OUR PRIORITY

## STAFF BENEFITS

- Inner London Pay Scales
- Generous pension contributions (Teacher's Pension Scheme or Local Government Pension Scheme)
- Extensive free onsite parking
- Free use of our State of the art Fitness Suite
- Ongoing CPD programme
- Cycle to Work Scheme
- Free eye tests
- Reimbursement for yearly professional subscriptions and fees
- Subsidised meals
- Family-friendly policies (Including generous paid dependents' entitlement and religious observance leave)
- Employee assistance programme



**Discretionary  
Leave**



**Fitness Suite**



**Rewards**



**Family-Friendly  
Policies**



# FACTSHEET

Founded in 2003 by the late Sir Alec Reed, Alec Reed Academy (ARA) is a thriving all-through Academy for pupils aged 3–19, serving the Northolt community in the London Borough of Ealing. The Academy opened in 2005 with modern, spacious facilities designed by Foster + Partners and has since expanded significantly. Today, ARA offers education from Nursery through Post-16, alongside an Adult Learning Centre and Community Sports Centre. We also share our site with John Chilton School, which provides specialist education for children with physical and medical needs.

## Current Profile

- School Roll: Over 1,600 pupils across Nursery, Primary, Secondary, and Post-16 phases.

## Our Provisions:

- Nursery (104 places, 30-hour provision)
- Primary (3FE)
- Secondary (6FE)
- Post-16 provision
- Community Links: Adult Learning Centre, Community Sports Centre, and partnerships with local businesses and organisations.

## Community Sports Facilities

- State-of-the-art amenities include a 3G floodlit AstroTurf pitch, climbing wall, gymnasium, dance studio, MUGA, and a 187-seat theatre, serving both students and the wider community.

## Academic Performance

- Ofsted: 'Good' in the last two inspections (2018 and 2023).
- Strong progress measures across all key stages, with Post-16 students achieving high value-added scores and excellent outcomes in A Levels and vocational qualifications.
- Continued focus on raising standards and expanding Post-16 provision.

## Student Profile

- High levels of diversity:
  - 60% of students speak English as an additional language.
  - Above-average proportion of students with SEND support and Education Health Care Plans.
- Pupil Premium: Currently 48% of students
- Inclusive ethos with strong pastoral systems and robust behaviour management.

## Location

- Alec Reed Academy is located in Northolt, West London, close to the A40 and M25.
- Transport Links: 20-minute walk or short bus ride from Northolt Tube (Central Line); Greenford Tube connects to National Rail.
- Community: Northolt offers urban convenience with quick access to central London and proximity to green spaces and towns such as Marlow and Beaconsfield.

## Ethos & Values

Our mission is to prepare children for adult life by:

- Delivering high-quality education and fostering lifelong learning.
- Promoting confidence, ambition, and personal worth.
- Building strong partnerships with families and the local community.
- Upholding values of hard work, honesty, respect, and care for others.

# Staff Testimonials



A great place to work with lots of friendly people. My first week here was well planned and gave me the opportunity to meet and shadow relevant co-workers. Everyone was really kind and helpful in offering up their time and knowledge on school policies and structure, staff responsibilities, showing me around. It was overwhelming but I feel that my introduction was relaxed, yet thorough, which really helped me to settle into my new role.

**Home Attendance Liaison Officer**



All staff were so welcoming and friendly when I joined ARA. I love the fact that every day is different and very rewarding in my role.

**SaFE Worker**



The academy is fantastic at supporting your professional development and progression. Myself and many others have been encouraged to apply for ambitious roles and responsibilities within the academy, as well as continuing our development through courses, such as an NPQSL.

**Lead Practitioner – English Cross-Phase Links and Aspiration Programme**



I was really impressed by the school when I came for my interview and induction because I felt as though there was a focus on the important things that matter most to students and staff. I also feel that the compassionate approach that underpins how staff interact with students is in line with my own beliefs. All the staff have been so supportive but also really honest about the challenges and what they are doing to keep improving the school.

**Geography Teacher**



**Stay updated with our Weekly Principal Vlog's on YouTube or read our seasonal newsletters for the latest news!**





Dear Candidate,

Thank you for your interest in the Primary Teacher position at the Alec Reed Academy. Working as a Primary SEND Teacher is a truly rewarding and purposeful role, offering the opportunity to support children who learn in diverse and unique ways. Every day brings meaningful moments as you celebrate progress—big and small—and create a nurturing environment where pupils feel valued, understood, and empowered. This role allows you to build strong, trusting relationships with children, families, and colleagues, all while adapting teaching to meet individual needs and removing barriers to learning. The role means making a genuine difference in children's lives, helping them grow in confidence, independence, and joy as they navigate their educational journey.

Alec Reed Academy is a vibrant and diverse all-through school serving a community full of aspiration and potential in West London. While our context includes areas of high deprivation, our students demonstrate strong ambition, resilience, and pride in their learning. We are equally proud of our staff, whose commitment and professionalism have contributed to our continued improvement and our 'Good' Ofsted outcomes over the past two inspections.

One of the unique strengths of Alec Reed Academy is that all business services operate entirely in-house—from HR and Finance to IT, Buildings, Hospitality, and Hygiene. This integrated model ensures consistent, responsive, and personalised support for staff, enabling quick resolutions, seamless collaboration, and a working environment where people feel valued and well supported. Our culture is built around respect, honesty, and kindness, and this is reflected in the way we work together every day.

Our HR team provides a comprehensive generalist service to support all staff across the Academy. We handle the full range of HR activity, including recruitment, onboarding, safer recruitment compliance, absence administration, HR systems management, employee relations support, policy guidance, staff induction, and day-to-day advice to managers and employees. Working collaboratively across all departments, we ensure a responsive, efficient and people-centred HR function that underpins the smooth running of the Academy.

The Academy continues to invest in staff development, leadership capacity, and high-quality facilities. We benefit from strong governance, financial stability, and a clear improvement trajectory that we look forward to celebrating in our next inspection.

If you would like to discuss the position confidentially or require further information before applying, please contact the HR Team at [hr@alecreedacademy.co.uk](mailto:hr@alecreedacademy.co.uk).

We reserve the right to hold interviews in advance of the closing date should a favourable application be received.

We look forward to hearing from you.

Phil Cosby  
**Principal & CEO**

# Advertising the role of **PRIMARY SEND TEACHER**

**Salary: Main/Upper Scale (Inner London) + SEN2 allowance**

**Closing date for completed applications: 10<sup>th</sup> February 2026**

**Interviews will be held: As soon as possible**

*'I enjoy the sense of community and collaboration that comes with working at ARA and the feeling that I'm making a positive impact on the lives of the students'* English Teacher.

We have the opportunity to work collaboratively with experienced staff in a high quality and well-resourced Primary School in the role of Primary SEND Teacher. This position has been created to lead the teaching provision for some of our high needs children and is an exciting time to join the Academy and contribute to raising their attainment.

We are based in West London/Ealing. This position is to commence in Easter - April 2026 and provides for a SEN 2 allowance of £5,497 per annum.

## **Skills & Experience needed:**

- The role of Primary SEND Teacher is to teach and provide specialist support to pupils with additional needs across the Primary Phase
- Suitable degree and UK recognised teaching qualification (i.e. QTS, PGCE) with relevant SEND teaching experience in EYFS/KS1/KS2
- A clear grasp of teaching and learning issues within SEND
- Experience of working with pupils with a broad range of needs, including high levels of need with the determination to raise achievement of students with complex needs
- Able to demonstrate a thorough knowledge of innovative approaches and successful strategies for raising the attainment of complex needs students.

## **What we have to offer you:**

- An Ofsted 'Good' school - June 2023
- The chance to work with exceptionally committed colleagues who have high expectations of students
- A welcoming school in West London/Ealing with great Trustees, where staff feel valued, enjoy opportunities for additional paid responsibilities, and there is scope to influence autonomy
- The Academy is in outer London but with Inner London pay and Teachers Pension
- Free on-site parking, free use of the in house gym, subsidised meals and family friendly policies including dependents entitlement
- Regular nominated staff rewards and free breakfasts are also welcomed by staff.

## **Commitment to safeguarding:**

- ARA is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination
- The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

## **How to apply:**

- Come and visit us for a personal tour if you like, or you could visit the 'Quicklinks - Vacancies' section of our website for more information and an application form: [www.alecreedacademy.co.uk](http://www.alecreedacademy.co.uk)
- If you prefer to talk, our HR department would love to chat: 0208 8414511.

Closing date for completed applications: 10th February 2026

Interviews will be held as soon as possible

We reserve the right to hold interviews in advance of the closing date should a favourable application be received.

*ARA is committed to the protection and safety of our learners. The successful applicant will be required to undertake an enhanced criminal record check via the Disclosure and Barring Service and Social media check prior to commencing the role.*

**Judged as Ofsted Good in 2023**



**You're welcome to visit us for a personal tour, or explore the "Work For Us" section on our website for more details and an application form.**

**Prefer to chat? Our HR team would be happy to speak with you—just call.**



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



020 8841 4511



Bengarth Road, Northolt,  
Middlesex, UB5 5LQ



# JOB DESCRIPTION

# PRIMARY

# SEND

# TEACHER



## Line Manager: Assistant Head of Primary Phase (SEN & Inclusion)

### Role Purpose:

- The main purpose of the Primary Phase SEND Teacher is to teach and provide support to pupils with additional needs across the Primary Phase.
- Performance Targets will be set and agreed as part of the annual cycle of Performance Management review.

### Teaching:

Specific duties relating to the Special Educational Needs and Disabilities Teacher include:

- To establish and deliver a coherent and appropriate curriculum for a group of complex needs pupils and to lead the teaching and learning activities within the SEND base with regard to particular subject areas.
- To provide assessment, support and guidance for complex needs pupils and for pupils with SEND in the mainstream school as required.
- Provide reports for learners, parents, LA and other external agencies (as required).
- To plan and deliver individual and/or group learning programs and support as a result of assessment.
- To complete documentation to appropriate professional standards.
- To participate in or chair annual reviews under the direction of the Assistant Head of Primary Phase (SEN & Inclusion).
- To raise staff and pupil awareness of complex needs.
- To keep up to date with current developments in supporting pupils with complex needs.
- To attend SEND team de-brief meetings to discuss individual pupil learning.
- To liaise with parents/carers where appropriate to ensure that support needs are identified early and can be met effectively.
- To maintain records of the support provided for complex needs pupils and the impact on their progress and attainment.
- To provide support to the wider school in meeting the needs of pupils with SEND.
- To play an active role in planning for the future development of the SEND team through training events/meetings.
- To identify the training needs of staff working within the SEND department and wider school and deliver appropriate training, as required.
- To promote the work of the school to other interested parties.

### Behaviour and Safety:

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage individuals/groups effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- Carry out playground and other duties as directed
- Maintaining good order and discipline among the students and safeguarding the health and safety of students and others authorised to be on the Academy premises and when they are engaged in authorised Academy activities elsewhere in line with the Academy Health and Safety Policy.
- Ensuring to safeguard and promote the welfare of children and young people, and follow the Academy's policies and the staff code of conduct.

### Team working and Collaboration:

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school

### Fulfil Wider Professional responsibilities:

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate[SMD1] [SMD2]
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

### Professional development:

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal

### General

- Encourage and support the provision of enrichment activities.
- Promote the ethos of the Academy.
- Undertake such duties as the Head of Primary Phase may determine as reasonably falling within the role of Primary Phase SEND Teacher.
- Undertake whole Academy duties as may be reasonably determined by the Principal.

The detail determined here refers to the particular responsibilities of a Primary Phase SEND Teacher. In addition each Primary Phase SEND Teacher is required to carry out their duties of a Teacher as set out in the Conditions of Employment as adopted by the Academy and as outlined in the Teacher Job Description.

# PRIMARY SEND TEACHER Person Specification

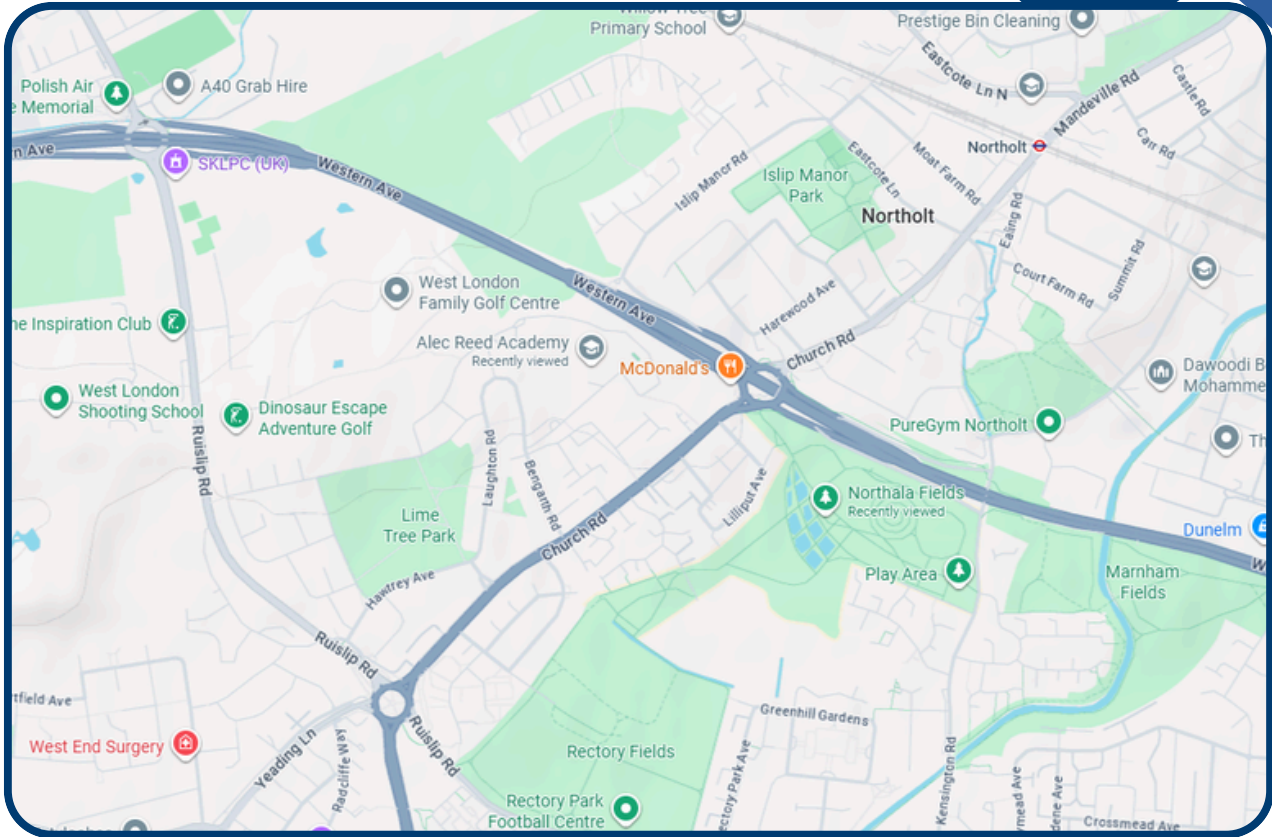
## Knowledge, Skills and Experience

- Suitable degree and UK recognised teaching qualification (i.e. QTS, PGCE), or currently studying towards this to be completed by the time to role commences
- Relevant SEND teaching experience in EYFS/KS1/KS2
- Knowledge and understanding of the assessment objectives, specifications and Curriculum in the subject at the relevant Key Stages
- Ability to enthuse and effectively communicate the subject to students both written and orally
- Effective classroom practitioner with both personal impact and presence
- A clear grasp of teaching and learning issues within SEND
- An excellent classroom practitioner with a track record of raising the progress and attainment of students with SEND
- Experience of working with pupils with a broad range of needs, including high levels of need
- Able to demonstrate a thorough knowledge of innovative approaches to teaching students with complex needs
- Knowledge of successful strategies for raising the attainment of complex needs students.
- Determination to raise achievement of students with complex needs
- The drive and determination to maintain high standards of engagement and learning within your subject and across the wider academy
- Familiarity and experience with the concept of target setting and of developing and employing criteria for measuring progress and success
- Appropriate ICT skills including those directly related to transference of subject knowledge in a classroom context
- Is committed to maintaining high standards across the Academy
- A team player
- Adaptability and contributor to changing circumstances and new ideas
- A desire to succeed
- Commitment to working in an urban, multi-cultural school
- Ability to develop and maintain good professional relationships with students, staff and parents
- A strong commitment to one's own professional development
- A willingness to become involved in wider Academy initiatives and activities
- The ability to work in a way that promotes the safety and wellbeing of children and young people including having an awareness of the safeguarding requirements of the Academy along with Child Protection Policy





# Contact Us



020 8841 4511

Bengarth Road, Northolt, Middlesex, UB5 5LQ

[HR@alecreedacademy.co.uk](mailto:HR@alecreedacademy.co.uk)

**... Or visit our website**

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

