



## Job Description

**POST: SEN Resource Base Leader and Teacher**

**ACADEMY: Oasis Academy South Bank Primary**

**RESPONSIBLE TO: Principal**

**RESPONSIBLE FOR: N/A**

**SALARY: MPS1-UPS3 + SEN Allowance 1** (plus Teacher pension scheme)

**LOCATION: Oasis Academy South Bank Primary, Johanna Street, Lower Marsh, London, SE1 7RH**

**WORKING PATTERN: Full-time, permanent**

**DISCLOSURE LEVEL: Enhanced DBS**

**JOB PURPOSE:**

**SPECIFIC RESPONSIBILITIES:**

### **Teaching and learning:**

- Plan and deliver high-quality, differentiated lessons and activities tailored to meet the wide range of needs within the class in a context of diverse need
- Lead the implementation of personalized learning programmes based on each pupil's EHCP
- Create a stimulating, safe and structured classroom environment conducive to effective learning and emotional security
- Use a range of evidence-informed approaches and strategies to support communication, cognition, independence and social/emotional development
- Employ a variety of assessment methods to measure progress and adapt teaching accordingly
- Ensure effective deployment and direction of support staff in flexible ways to meet diverse need

### **Curriculum planning and development:**

- Design and lead the curriculum for the class, ensuring it is broad, balanced, relevant and aspirational for children with significant SEN.
- Adapt and personalize curriculum content and approaches to address the individual learning needs, strengths and interests of pupils.
- Monitor, evaluate and refine curriculum planning in response to pupil progress and needs

### **Assessment:**



- Use baseline and ongoing assessment to inform teaching and support planning
- Maintain up-to-date records of pupil progress and attainment using school systems
- Write termly reports and contribute to annual EHCP reviews, liaising with the SENCo and other professionals as needed
- Identify gaps in learning and plan interventions or adjustments to support progress

**Leadership and team collaboration:**

- Lead a team of support staff, promoting consistency, high expectations and shared understanding of pupil needs
- Provide clear direction, modelling best practice in SEN pedagogy and behaviour support strategies
- Participate in team meetings, training, and professional development opportunities
- Contribute to the wider SEN strategy within the school and collaborate with colleagues across the provision

**General duties:**

- Carry out duties in accordance with school policies, including safeguarding, equal opportunities, health and safety and GDPR
- Undertake any other duties reasonably requested by the SENCo or Principal to support the effective functioning of the provision and school
- Engage actively in performance management and continuous professional development

**Safeguarding children and young people**

Oasis is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

**OTHER:**

**The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.**

**The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.**



## SEN Resource Base Leader & Teacher Person Specification

### Our Purpose

The vision of Oasis Community Learning (OCL) is to create 'Exceptional Education at the Heart of the Community.'

All our Academies are committed to achieving this vision through developing character, competence and sense of community with every child, providing a rich educational experience that is underpinned by our philosophy of education; inspirational leadership, deep learning and healthy communities.

### Oasis Ethos

Our ethos is rooted in what we believe and who we are. It is an expression of our character. Rooted in the story and beliefs of Oasis, we describe our ethos through a particular set of values that inform and provide the lens on everything we do.

- A passion to include
- A desire to treat people equally respecting differences
- A commitment to healthy, open relationships
- A deep sense of hope that things can change and be transformed
- A sense of perseverance to keep going for the long haul

It is these ethos values that we want to be known for and live by. They are the organisational values we aspire to. We are committed to a model of inclusion, equality, healthy relationships, hope, and perseverance throughout all the aspects of the life and culture of every Oasis Hub and Academy community.

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status (QTS)</li><li>• Evidence of ongoing professional development relevant to Special Educational Needs (SEN)</li></ul>	<ul style="list-style-type: none"><li>• SEN qualification (eg NASENCO, postgraduate training in SEN, specialist teaching accreditation)</li></ul>
<b>Experience, Skills &amp; Knowledge</b>	<ul style="list-style-type: none"><li>• Experience of teaching children with a range of significant SEN needs</li><li>• Proven experience of successfully planning, delivering and adapting a broad and balanced curriculum for learners with significant SENs</li></ul>	<ul style="list-style-type: none"><li>• Experience of working with external agencies (eg Speech and Language Therapists, Educational Psychologists)</li></ul>



	<ul style="list-style-type: none"> <li>• Experience of working in a specialist provision, resource base, or inclusive mainstream setting</li> <li>• Strong understanding of SEN Code of Practice and relevant legislation</li> <li>• In-depth knowledge of curriculum design and differentiation for children with complex learning needs</li> <li>• Understanding of a range of assessment strategies for children working significantly below age-related expectations</li> <li>• Familiarity with EHCPs and the process of reviewing and implementing support outlined in them</li> <li>• Excellent classroom management and behaviour support strategies tailored to individual needs</li> <li>• Ability to create a nurturing, inclusive and structured learning environment</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of using alternative communication methods</li> <li>• Experience with sensory integration approaches and trauma-informed practice</li> <li>• Knowledge of specialist software or assistive technology to support SEN learners</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks</li> <li>• Ability to work as part of a team and form effective working relationships with support staff</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and</li> </ul>	



	<p>personal boundaries with children and young people</p> <ul style="list-style-type: none"><li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li><li>• The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English'</li><li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.</li></ul>	
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