

# Recruitment Pack

PE Teacher



# Are you passionate about helping learners to flourish?

Thanks for showing an interest in our SEN PE Teacher role. We've written this pack to help you decide whether it's right for you and to guide your application.

Our SEN PE Teachers deliver engaging and inclusive physical education for children with special needs at our Primary campus, helping learners to flourish in all areas of development.

We're looking for someone who is enthusiastic, adaptable, and committed to providing a holistic PE curriculum that meets a wide range of student needs.

**If the below sounds like you, you're in the right place:**

- You have experience working with children with special educational needs and understand how to engage them through innovative physical activity.
- You're creative and passionate about making PE fun, inclusive, and therapeutic for all learners.
- You enjoy working as part of a multidisciplinary team and are confident in directing support staff to get the best outcomes for students.
- You're friendly and professional, with excellent communication, time management, and organisational skills.
- You hold a recognised teaching qualification (QTS) or are willing to train in line with current regulations.
- You want a meaningful role where you can make a real impact on children's lives and development.

**This is a full time, permanent position paying between MPS1- UPS5 + SEN Allowance £2,679.00 (dependant on experience) a year.**

We have a fantastic benefits package, including a generous pension scheme with 23.68% employer contributions.

For more information, or to arrange a visit to the school, please contact the People and Culture team at [people.team@westleaschool.co.uk](mailto:people.team@westleaschool.co.uk)



**Paul Quinn**



**Renee Florentzou**



**Melanie Bignold**



# About the school

Based in the borough of Enfield, we provide education to children and young adults with special educational needs and disabilities, from the ages of 4 to 25. We pride ourselves on creating an inclusive environment where everyone feels welcome.

Our four campuses – Meridian, Haselbury, Learning for Life and Horizon – serve more than 500 learners and are home to 230 employees.

We're a strong community that works together with the common goal of helping each other to flourish. Our learners leave confident and able to progress onto further education and work.

We're a disability confident employer that's Investors in People accredited, with firmly held values placed at our core.

## THE SCHOOL AT A GLANCE

- There has been a school at Haselbury Road since 1938, which turned into a special school in 1970.
- In 2014, there were 80 learners on a single site. We've grown a lot since then.
- We cater for students with a range of complex special educational needs and disabilities.
- We've expanded rapidly in response to increased demand across the borough of Enfield.
- Throughout their journey, learners develop vital life and work skills, as well as achieve academically.
- Our provision includes the Attendance Support Service (ASU), Home Tuition Service and a post 16 programme that enables learners to go to a local college.
- Our Travel Training Programme enables learners to travel confidently and independently.
- We actively prepare learners for adulthood and the workplace. This is key to what makes us special.
- Learners gain work experience with local employers and through our partnerships with the Enterprise Cooperative Trust (ECT) and Learning for Life Charity (LFLC).
- Our Supported Internship Programme gives young people aged 16 to 25 an opportunity to work. 80% of our interns get jobs and 90% retain them.
- We're a founder member of the Enterprise Cooperative Trust.

# Our why, what and how

In September 2021, we developed our strategic framework. It's a simple image of a school with a roof, four pillars and foundations.

It helps us describe why we exist, what we're here to do and how we're going to do it. Think of it as a roadmap that guides our decisions and keeps us on the right path.

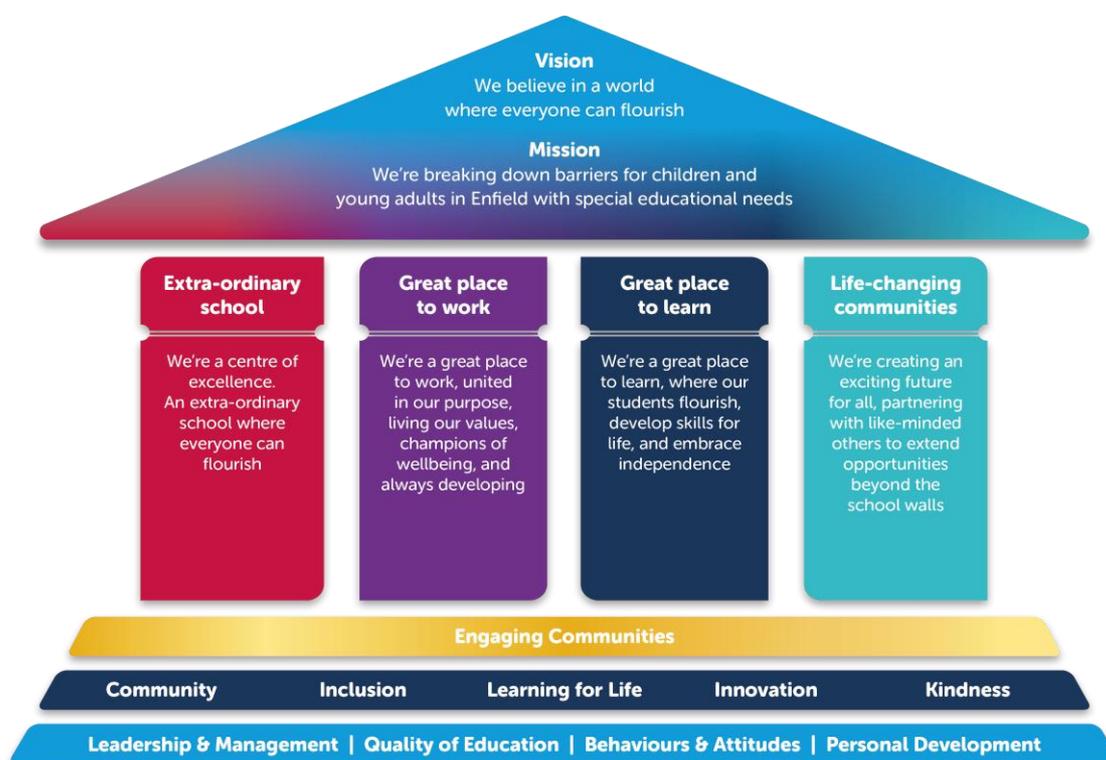
It's a useful model that frames our long-term, high-level school development plan, which we'll be working on for many years to come.

Our vision, mission and values inspire and unite us. Our vision statement explains why we exist; it's our guiding star and something we aspire to. It unites the school with the organisations in our wider family: the Enterprise Cooperative Trust (ECT) and Learning for Life Charity (LFLC).

Our mission statement describes the 'business' we're in and what we're focused on doing today and every day. It reminds us of who we serve and what we do in pursuit of our vision.

The average person spends more than 99,000 hours of their life at work. We believe that a good life is one where you spend this time doing something fulfilling and making a real difference to people's lives. That's what we're all about.

It feels great knowing that what we do each day is helping our people, learners and families to flourish.



# Vision, mission and values

Our vision, mission and values guide, inspire and unite us.

## OUR VISION

We believe in a world where everyone can flourish.

## OUR MISSION

We're breaking down barriers for children and young adults in Enfield with special educational needs.

## OUR VALUES

### Learning for Life

We help learners succeed beyond the classroom. They develop skills, confidence and independence ready for adulthood, further education and work.

### Community

We're one big family uniting together so everyone can flourish. We enable learners to make a difference in the local community.

### Inclusion

We ensure everyone is welcome, feels they belong, and opportunities are open to all. We teach, inspire and support learners to be inclusive and value differences.

### Innovation

We help learners to reach for the stars and overcome obstacles. We challenge everyone to be creative and break down barriers.

### Kindness

We make kindness our default setting. We teach learners to be kind and compassionate to themselves and others. We role model this behaviour every day.

community  
kindness  
learning for life  
innovation inclusion

# One school, four campuses

Our campuses have a shared purpose, and we work together towards common goals.

Regardless of job title, location, or team, everyone has an important role to play in helping each other and our learners to flourish.

The 'golden thread' that runs between the campuses is that we help learners to build independence and confidence as they journey through the school.



## MERIDIAN CAMPUS

Catering for primary aged children, Meridian is based at two architecturally different sites: one a church, and the other a modern, purpose-built school. Learners start their journey by 'Taking Off!'



## HASELBURY CAMPUS

Haselbury is home to Key Stage 3 learners aged from 11 to 14, who are based on one site. We welcome students from Meridian and other local schools. Haselbury learners are 'Flying High!'



## LEARNING FOR LIFE CAMPUS

Spread across two sites, Learning for Life caters for Key Stage 4 students aged 14 to 16. Here, learners are 'Soaring!' and gain independence, attending college and work experience.



## HORIZON CAMPUS

Horizon Sixth is home to our post 16 learners (Key Stage 5) and our Supported Internship Programme. Spread across three sites, there really is 'No Limits!' to what our young people achieve, with many going on to further education or employment.



## AN OUTSTANDING SCHOOL

Ofsted inspected in May 2023 and said we continue to be an outstanding school.

# Our extended family

An outward looking and 'extra' ordinary school, we partner with likeminded people and organisations across and beyond the borough.



Our partners include the Enterprise Cooperative Trust and Learning for Life Charity. These organisations are part of the West Lea family.

We created the trust and charity to extend our reach beyond the traditional classroom. Whilst our curriculum includes life, social and work skills, through ECT and LFLC we provide more opportunity for our learners and others across Enfield.

## ENTERPRISE COOPERATIVE TRUST (ECT)

A not-for-profit foundation cooperative, the ECT launched in June 2022.

The trust includes organisations from education, the charity sector, community interest groups, business and local government. We've come together to address key problems in the Enfield borough.

We aim to raise standards in local schools and create life-changing opportunities for young people. Being a member of the trust enables us to look at education in a different and collaborative way.

We're looking to make an impact in four key areas:



## THE LEARNING FOR LIFE CHARITY (LFLC)

LFLC is a registered charity and ECT partner. Founded in 2014, it aims to build upon the school's life and work curriculum.

To mark its tenth birthday in December 2024, the charity's trustees refocused its vision, mission and values.

LFLC provides disabled and disadvantaged young people in Enfield with life-changing chances to work. This includes borough-wide work experience and workplace support.

LFLC brings its values of inclusion, inspiration and innovation to life through its two charity shops, numerous social enterprise projects, and Access to Work funded job coaches for early careers employees.



**Learning for  
Life Charity**

# SEN PE Teacher

## About the role

### PURPOSE OF THE ROLE

To deliver an inclusive, therapeutic and engaging physical education curriculum that supports the holistic development of learners with special educational needs at our Primary campus. You will create a safe, supportive and stimulating environment that promotes independence, wellbeing, and enjoyment of physical activity.

### KEY RELATIONSHIPS

You'll work closely with other teachers, support staff, therapy teams, families, and community partners to deliver an engaging and adaptive PE curriculum.

You will report into the Meridian school's Assistant Head Teachers.

### WHO IT WOULD SUIT?

**You will:**

- Have experience working with children with special educational needs and/or disabilities
- Be energetic, enthusiastic and have a 'can do' attitude
- Be friendly, professional, and an excellent communicator
- Thrive on creating engaging, inclusive lessons
- Be passionate about supporting learners to reach their full potential
- Have a strong understanding of alternative or therapeutic interventions
- Be innovative in creating a stimulating outdoor and indoor PE learning environment
- Be willing to undergo teacher training if not already QTS qualified
- Want a meaningful role that helps shape young lives through physical activity and holistic education

### PAY AND BENEFITS

**This is a full time, permanent position paying between MPS1- UPS5 + SEN Allowance £2,679.00 (dependant on experience) a year. We have a fantastic benefits package including**

- Pension scheme with 23.68% employer contributions
- Supportive learning culture with funded continuous professional development (CPD)
- Professional networking opportunities
- Employee Assistance Programme (EAP)
- Opportunity to make your mark in a highly rewarding and meaningful role

# Job description

## Key responsibilities

### TEACHING AND LEARNING

- Deliver a broad and holistic PE curriculum including outdoor adventure, team games, yoga, Pilates, dance and movement
- Plan well-structured, stimulating lessons that are tailored to a wide range of social, emotional, physical and communication needs
- Ensure the learning environment is person-centred and enables learners to take ownership of their goals and development
- Maintain PE equipment and ensure it is safe, accessible and available for all lessons
- Collaborate with therapists and the wider support team to implement therapy programmes and personalised approaches
- Ensure assessments reflect the learning needs of students and use these to inform future planning
- Support after-school clubs and physical qualifications as part of the extended curriculum offer
- Provide outreach for students unable to access the curriculum in school

### RELATIONSHIPS AND SUPPORT

- Work collaboratively with Teaching Assistants to maximise learner engagement and achievement
- Build strong working relationships with families, therapists, and external partners
- Promote positive behaviour and emotional regulation, responding promptly to incidents in line with school policies
- Establish warm, therapeutic relationships with students, supporting their unique needs
- Actively engage in and support after-school clubs and qualification opportunities.

### CLASSROOM AND BEHAVIOUR SUPPORT

- Direct and make effective use of Teaching Assistants to support learners
- Promote positive behaviour and respond promptly to any concerns in line with school policy
- Create a safe and supportive space for learners to explore physical activity confidently and joyfully

## LEADERSHIP AND DEVELOPMENT

- Contribute to the development of a whole-school approach to PE and wellbeing
- Build strong, therapeutic relationships with learners and interact according to individual needs
- Share knowledge and collaborate with colleagues, families and external professionals to support learner progress
- Take the lead in the delivery of specialist interventions where appropriate
- Model inclusive practice and challenge inequality or discrimination when identified
- Actively build community links to support students' independence and life skills

## KEY SKILLS AND QUALIFICATIONS

You must have:

- Qualified Teacher Status (QTS)
- Experience working in a special school or with students with disabilities
- A strong understanding of inclusive education practices
- Knowledge of the PE National Curriculum and relevant guidance from educational bodies
- Ability to adapt activities and equipment for learners with a wide range of needs
- Excellent communication, interpersonal and organisational skills
- A collaborative approach to working with colleagues, professionals and families
- A commitment to safeguarding and promoting the welfare of children
- Passion for PE and a drive to promote active, healthy lifestyles for all students

## GENERAL REQUIREMENTS

- Be an exemplar of the Teacher Standards
- Contribute to the wider life of the school and Enterprise Cooperative Trust
- Carries out any other reasonable duties and responsibilities requested by the line manager
- The post holder will be expected to comply with West Lea's Schools policies and procedures at all times. These include, but are not limited to child protection, equal opportunities, data protection and health and safety
- The school has a clear policy for reporting suspected/actual child abuse and this procedure must be followed and reported (in writing) to a designated teacher for further action
- In order to do their job, the post holder will be trained and coached in the relevant procedures and policies of West Lea School. They will be expected to familiarise themselves with the school and policies and to seek advice and guidance from the line manager if required
- Undertake Staff Development/CPD Training as required by the nature of this post and the range of duties described within this job description

The key tasks listed above are only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendment to take account of changing circumstances. Any changes will be made following discussion with the post holder.

# Class Teacher Person Specification

Experience of successful teaching and school management	Essential	Desirable
A teacher with high expectations and proven excellent classroom practice, in either a mainstream or specialist setting	✓	
Knowledge and good understanding of safeguarding procedures	✓	
Teaching experience in more than one key stage		✓
Experience of different communication approaches to support learners with a range of complex special needs		✓
Knowledge and good understanding of positive behavior management strategies	✓	
Training and qualifications	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Post qualification experience		✓
Experience of involvement in recent professional development activities	✓	
Specific SEN knowledge or qualification		✓
Recent participation in a range of CPD	✓	
Knows and can do	Essential	Desirable
Proven ability to adapt and differentiate the curriculum	✓	
A willingness to lead and be involved in extracurricular activities including residential	✓	
Proven record of using assessment procedures effectively	✓	
Demonstrate personal enthusiasm for and commitment to the learning process	✓	
Access, analyse and interpret information in order to raise standards	✓	
Full working knowledge of relevant policies, codes of practice and legislation including safeguarding	✓	
Commitment to the protection and safeguarding of children and young people.	✓	

Full working knowledge and experience of implementing national curriculum and other relevant learning programs	✓	
Good ICT skills and can use IT effectively to support learning	✓	
Expertise in the use of assessment for learning	✓	
Knowledge of inclusion	✓	
Good verbal and written communication skills	✓	
Good understanding of child development and learning processes	✓	
Organise, lead and motivate a team, and work well as part of it	✓	
Plan effective activities for students to support their learning in achieving EHCP outcomes	✓	
Ability to use coaching and mentoring skills with colleagues and students		✓
Respect and value the different experiences, ideas and backgrounds others can bring to work and to teams	✓	
To be able to work closely with other professionals for example SALT/physio	✓	
Calm under pressure and able to adapt to change quickly	✓	
Motivate, inspire and have high expectations of pupils	✓	
Ability to work as part of the whole school team, contributing to group thinking and planning etc.	✓	
Desire to constantly improving own practice/knowledge through self-evaluation and learning from others	✓	
Committed to personal and professional development	✓	
Prioritise, plan and organize themselves and others for example TAs within a class	✓	
Think creatively to anticipate and solve problems		✓
Ability to work on own initiative and make decisions	✓	
Ability to develop good working relationships with staff, pupils, visitors and all users of the school site	✓	
Ability to work without supervision		✓

Ability to act as a role model for staff	✓	
Ability to manage own work load and meet deadlines		✓

## Application process

To apply for the role, please review our application pack and complete the form at the following link <https://www.eteach.com/careers/westleaschool-co/>

For more information, or to arrange a visit to the school, please contact the People and Culture team at [people.team@westleaschool.co.uk](mailto:people.team@westleaschool.co.uk)

<b>Application deadline</b>	5pm Wednesday 11 <sup>th</sup> June 2025
<b>Interviews to be held</b>	Week commencing 16 <sup>th</sup> June 2025
<b>Start date</b>	September 2025
<b>Salary</b> Allowance £2,679.00	MPS/UPS (Outer London) Dependent on experience + SEN -
<b>Contract type</b>	Full time, permanent

We're committed to safeguarding and promoting the welfare of children and young people. If you're successful, we will complete a full Disclosure and Barring Service (DBS) check and will require proof of ID, medical clearance and the right to work in the UK.



community  
**kindness**  
**learning for life**  
innovation **inclusion**