ENABLE TRUST CANDIDATE PACK



TEACHER

New Siblands School
achievement, belonging, celebration



Welcome

Andrew Buckton

Chief Executive Officer (CEO)

Thank you for your interest in this role and a very warm welcome to Enable Trust.

We are all committed to our vision of "Achieving More Together."

Enable Trust has grown from its founding schools in 2018 into a strong, collaborative partnership, with a shared commitment to delivering the very best outcomes for children and young people. This is an exciting time to join the Trust as we continue to grow, building on our strong foundations and developing how we work together to support our schools and communities.

Our central team plays an important role in supporting our schools, working alongside colleagues across the Trust to provide guidance, consistency and a strong sense of connection. It is a team built on collaboration, professionalism and a shared commitment to making a positive difference.

I feel privileged to have served as CEO since the Trust's inception, and I remain deeply committed to the vision, mission and values that shape our work. We are proud to be a relationship-driven organisation, where inclusion and diversity are not just principles but are lived through our everyday interactions with pupils, staff, families and partners.

We are committed to continually improving what we do, challenging ourselves where needed, supporting others through advocacy, and always acting in the best interests of the communities we serve.

Learning sits at the heart of our Trust, for our pupils and for our staff. We believe in creating an environment where people can grow, develop and contribute meaningfully, and where everyone feels valued and supported.

If our vision and values resonate with you, we would be delighted to hear from you.

I hope to meet you soon.

Best wishes,
Andrew Buckton
CEO

About Enable Trust

Our mission is "working together passionately to achieve the best outcomes fin our specialised SEND and Alternative Provision settings".

Enable Trust is a specialist school and Alternative Provision (AP) Multi Academy Trust based in South Gloucestershire. We established in 2018, when our founding schools, Culverhill and New Siblands came together with a shared mission. Since then we've opened up Two Bridges Academy, and welcomed Pathways Learning Centre into the Trust, and we're excited to be on track to be on a growth trajectory.

Our children and young people are at the heart of everything we do.

School	Location	Designation	Pupils
Culverhill (since inception)	Yate	Complex Learning Difficulties	163
New Siblands (since inception)	Thornbury	Profound & Multiple Learning Difficulties Severe Learning Difficulties	124
Two Bridges Academy (opened 2024)	Alveston	Profound & Multiple Learning Difficulties Severe Learning Difficulties	112
Pathways Learning Centre (joined 2025)	Downend	Alternative Provision	170
Trym Valley (opening 2029)	Southmead	Complex Learning Difficulties	164
Sandfield Academy (opening 2028)	Cheltenham	Complex Learning Difficulties	200

We are passionate about advocating for improvement within the education, healthcare and social services systems, and we work with strategic partners at national, regional and local levels to provide a strong voice for positive change.

We also offer a range of specialist outreach services which support our mainstream partners to achieve the best outcomes for their pupils.

Teacher

About New Siblands

At New Siblands School, our vision of Achievement, Belonging and Celebration is at the heart of everything we do. We are an outstanding special school for children and young people aged 2 to 19 with severe learning disabilities (SLD), profound and multiple learning disabilities (PMLD), and a range of additional needs including autism and complex medical needs. We are passionate about creating an environment where every learner feels valued, supported and able to achieve their full potential.

We recognise that every child and young person has unique strengths, interests and aspirations. Through a broad, balanced and personalised curriculum, we provide engaging learning experiences that support academic progress, communication, independence, wellbeing and life skills. Our aim is to equip learners with the skills, confidence and resilience they need for each stage of their lives and to help them become as independent as possible.

At New Siblands, relationships matter. We work closely with families, therapists, healthcare professionals and the wider community to ensure every pupil receives the support they need to thrive. Our highly skilled and committed staff team takes a holistic approach to learning and wellbeing, creating opportunities for pupils to develop meaningful relationships, communicate effectively and feel a genuine sense of belonging both within school and in their wider community.

We celebrate success in all its forms. Whether a pupil is developing a new communication skill, building independence, achieving a personal goal or preparing for adulthood, we recognise and value every step of their journey. This commitment to nurturing achievement, promoting belonging and celebrating every learner's success underpins our work every day.

Joining New Siblands School means becoming part of a warm, supportive and ambitious community, where staff work together to make a lasting difference to the lives of children and young people and where every achievement is recognised and celebrated.

Teacher

Job Profile

Job Title:	**Teacher**
Salary/Range:	Main/Upper Scale
Base:	New Sibland School in Thornbury
Responsible to:	Assistant Headteacher
Direct Supervisory Responsibility for:	Class Based Staff, Teaching Assistants
Important Functional Relationships: Internal/External	Head teachers, Staff, Trust colleagues, Governors/Trustees, parents/carers, external professionals

At Enable Trust, we believe every child deserves the opportunity to thrive, achieve and develop the skills they need for a happy and fulfilling future. As a SEN Class Teacher, you'll create engaging, personalised learning experiences that help pupils with complex learning difficulties build confidence, independence and achieve meaningful outcomes.

This role offers an excellent opportunity to join a highly skilled and supportive team in an outstading special school. Whether you're an experienced SEND teacher or looking to further develop your specialist expertise, you'll have the opportunity to make a real difference while growing your skills and experience in a rewarding and inspiring environment.

Working closely with families, colleagues and external professionals, you'll play a key role in delivering our vision of achievement, belonging and celebration, ensuring every pupil is supported to reach their full potential.

Job Description

How you'll make an impact

Inspiring learning and achievement

- Deliver high-quality, engaging and personalised teaching that enables every pupil to achieve their full potential
- Plan and adapt learning to meet individual needs, ensuring pupils can access a broad, balanced and meaningful curriculum
- Create a positive and stimulating classroom environment where pupils feel confident to learn, develop and succeed
- Use assessment effectively to monitor progress, celebrate achievement and identify next steps in learning
- Develop pupils' communication, independence, resilience and life skills alongside academic achievement
- Maintain high expectations for every learner and champion a culture of aspiration and success

Supporting every pupil to thrive

- Build positive, trusting relationships that help pupils feel safe, valued and understood
- Work closely with pupils' EHCP outcomes to ensure learning and support are tailored to individual needs
- Promote pupils' social, emotional and personal development as an integral part of school life
- Support pupils to develop positive behaviours, self-regulation and confidence
- Work collaboratively with families, therapists and other professionals to provide holistic support
- Ensure safeguarding, wellbeing and inclusion remain at the heart of decision-making and practice

Working together to make a difference

- Lead and support class-based staff to deliver consistently high-quality provision
- Contribute to the wider life of the school and Trust, sharing expertise and best practice
- Work collaboratively with colleagues to develop curriculum, assessment and teaching approaches
- Maintain high-quality records and contribute to reporting, reviews and EHCP processes
- Engage fully in professional development and continually develop your SEND expertise

Teacher

Person Specification

Criteria	Essential	Desirable
Experience	• Experience of teaching children or young people • Experience of planning, delivering and assessing high-quality learning • Experience of adapting teaching to meet individual learning needs • Experience of working collaboratively with support staff and other professionals	• Experience of teaching pupils with SEND • Experience within a special school, resource base or inclusive provision • Experience of contributing to EHCP reviews and support planning • Experience of teaching pupils with learning difficulties, autism and/or communication needs
Knowledge and Skills	• Strong classroom practice and understanding of effective teaching and learning • Ability to deliver a personalised curriculum that meets diverse needs • Knowledge of assessment and pupil progress monitoring • Understanding of safeguarding, inclusion and child development • Strong communication and relationship-building skills • Ability to motivate, inspire and engage learners • Good organisational and ICT skills	• Knowledge of severe or complex learning difficulties • Knowledge of autism and communication needs • Experience of using specialist communication approaches or assistive technology • Understanding of EHCP processes and outcomes-focused planning

Teacher

Person Specification

Criteria	Essential	Desirable
Personal Attributes	• Passionate about improving outcomes for children and young people • Patient, empathetic and nurturing • Positive, resilient and solution-focused • Able to remain calm in challenging situations • High expectations of pupils and yourself • Collaborative and committed to teamwork • Reflective and committed to continuous professional development • Reliable, professional and able to maintain confidentiality	
Qualifications	• Qualified Teacher Status (QTS) • Degree or equivalent qualification	• SEND-related qualifications or training • Additional qualifications in autism, communication, behaviour or inclusion • Evidence of continuing professional development in SEND practice •

As a growing Trust, our roles naturally evolve over time. We're looking for someone who is flexible, open to change, and keen to grow with us, making the most of professional development opportunities along the way.

This job description gives an overview of the role as we see it today, but it isn't set in stone. We'll keep it under regular review and may make changes over time, always through open conversation with the post holder. From time to time, you may also be asked to take on other reasonable duties that support the wider work of the Trust.

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Recruitment Process

What you can expect from us

Inclusivity: We warmly welcome applications from under-represented groups, including those relating to ethnicity, gender, age, disability, sexual orientation or religion.

Clear information: This pack includes a Job Profile and Person Specification, including safeguarding responsibilities, so you know what to expect.

A straightforward process: Applications are completed online via Eteach, we aim to keep things simple and transparent with a single stage interview process designed to help you share your experience, skills and potential.

Open communication: We'd love you to feel informed and comfortable throughout. If you're considering applying, our Headteacher would be very happy to have an informal chat about the role and answer any questions.

Respect and fairness: We're committed to treating every candidate with honesty, professionalism and care.

Constructive feedback: We aim to provide timely, helpful feedback wherever possible.

Reassurance: We take your privacy seriously, full details can be found in our Privacy Notices on the Trust website.

How to apply

Applications should be made online via Eteach and completed in full, clearly demonstrating how you meet the skills and experience outlined in the Person Specification.

You can find out more about the Trust at www.enabletrust.org.uk

If you'd value an informal conversation about the role with our Headteacher at New Siblands School, please contact: Karl.Hemmings@newsiblands.org.uk

We look forward to hearing from you.

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Keeping Children Safe

Enable Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Suitability to work with children and young people will form part of the selection process. Keeping children safe

You will be asked to account for any gaps or discrepancies in your employment history. Short-listed applicants will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children and young people. We will carry out online searches on all short-listed applicants, in accordance with Keeping Children Safe in Education, Part 3, Safer Recruitment.

Where given permission to do so, references will be requested for short listed candidates prior to interview. Referees will be asked about their relationship to you, your current post and salary, your performance history and conduct, any disciplinary action involving the safety and welfare of children, details of any substantiated allegations or concerns relating to the safety and welfare of children, and whether they have any concerns about your suitability to work with children.

Candidates attending an interview should expect the interview panel to explore issues relating to safeguarding, and at least one member of the panel will be trained in Safer Recruitment.

All successful applicants will be required to undergo security and vetting checks appropriate to the post, including checks with past employers and an enhanced DBS check. Applicants must be aware that it is an offence to apply for a role if barred from engaging in regulated activity relevant to children and young people

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