



ST PETER'S CHURCH OF ENGLAND PRIMARY SCHOOL (VA)

'Every Child a Success'

Vision

St Peter's school family provides a safe, nurturing environment, inspiring compassionate, confident individuals 'achieving with all their might' through the joy of learning. With love and respect, we encourage pupils to flourish academically, emotionally, spiritually and socially, rooted in our parish but confident of our place in the global community.

JOB DESCRIPTION

(based on the [Teachers' Standards](#), and requirements in the [School Teachers' Pay and Conditions Document](#)).

Job details

Job title: SEN teacher – primary

Salary: Pay Range: Main scale- dependent on experience

Contract type: Full time / Part time

Reporting to: Headteacher

Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards
- Provide high-quality, inclusive teaching to pupils with EHCPs within a mainstream setting
- Lead and co-ordinate the in-class and targeted provision for pupils with complex needs
- Uphold the school's Christian vision and values

Duties and responsibilities

Teaching

- Teach a defined group of pupils with special educational needs in the school's specialist SEN provision

- Deliver a tailored curriculum aligned with individual EHCP outcomes and National Curriculum objectives, using adaptive and inclusive strategies
- Develop and implement personalised learning plans and differentiated activities that address pupils' specific learning, communication, sensory and emotional needs
- Plan for and support the phased reintegration of pupils into their mainstream year group, including liaison with class teachers and TAs
- Monitor and assess pupil progress towards EHCP targets and National Curriculum outcomes
- Maintain accurate records of teaching, assessment and reviews
- Provide a nurturing, structured and consistent learning environment that promotes emotional regulation and independence

Provision and Curriculum Leadership

- Work with the SENCO to design and evaluate the provision's curriculum, routines and intervention strategies
- Contribute to regular EHCP reviews and ensure classroom practice aligns with EHCP requirements and external professional input
- Liaise with mainstream teachers to share strategies and information that support reintegration and inclusion
- Collaborate with therapists, external agencies and support staff to implement specialist provision, including SALT, OT and EP recommendations

Whole-School Organisation and Development

- Promote inclusive practice and positive attitudes toward SEND across the school
- Contribute to the implementation of the school's SEND policy and strategic aims
- Participate actively in school life, promoting the vision and ethos of the setting
- Provide occasional cover or support in mainstream classes as required

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others
- Keep abreast of current educational practice

Safeguarding, Wellbeing and Behaviour

- Ensure the safeguarding and welfare of all pupils, following school procedures and policies

- Promote a positive, calm and consistent behaviour approach aligned with pupils' emotional and social development
- Ensure effective risk management and safety for all pupils in the provision
- Create a culture of emotional security and trust

Professional Development

- Engage fully in appraisal, coaching and CPD processes
- Undertake relevant training in areas such as autism, sensory needs, SEMH, trauma-informed practice, etc.
- Support the development and training of support staff and contribute to staff awareness of inclusive practices

Communication and Collaboration

- Establish positive working relationships with pupils, families and carers, valuing them as partners in learning
- Liaise regularly with year group staff, ensuring effective handovers and planning for reintegration or inclusion opportunities
- Communicate effectively with external professionals involved in pupils' support

Management of Staff and Resources

- Provide guidance, direction and supervision to support staff working within the provision
- Work with the SENCO to deploy support staff and resources effectively to meet pupils' needs
- Contribute to the development and management of the provision's learning environment, including specialist resources

Personal and Professional Conduct

- Demonstrate professionalism, discretion, and integrity in all aspects of the role
- Model high standards of teaching, behaviour and personal conduct, upholding the school's values
- Maintain excellent attendance and punctuality and actively support the inclusive ethos of the school

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Person specification

Criteria	Qualities
Qualifications and experience	<ul style="list-style-type: none">• Qualified teacher status• Proven experience teaching children with EHCPs or significant additional needs• Experience of working in inclusive settings and/or specialist provisions
Skills and knowledge	<ul style="list-style-type: none">• Deep understanding of the SEND Code of Practice and EHCP processes• Knowledge of a range of SEN needs, especially ASD, SEMH, MLD and SLCN• Experience of differentiation and adaptive teaching• Confidence in behaviour regulation and positive support strategies• Knowledge of inclusive curriculum delivery and planning for reintegration• Strong assessment and progress-tracking skills
Personal qualities	<ul style="list-style-type: none">• Passionate about inclusion and achieving outcomes for children with additional needs• Calm, patient and emotionally resilient• Reflective and solution-focused• Skilled communicator with parents, staff and professionals• Strong team player who can lead by example• Committed to safeguarding, equity and the school's nurturing ethos

Notes:

This job description may be amended at any time in consultation with the postholder.

Last review date: *June 2025*