

Specialist Teacher - SEND

Trinity Academy

Job Description

Responsible to: SENDCo/Head of English

Salary: CST main pay scale (SEND Allowance (£2,870) may be available for candidates with sufficient experience, who are willing to take on additional responsibilities.)

Start date: September 2024

Working pattern: Full-time, will consider part-time requests.

Purpose of the role

Our mission at Trinity is to create a world-class school. As such, we expect that all members of our community seek to become the best version of themselves, developing Head, Heart and Soul so that, ultimately, they can be successfully and happily employed in a career with prospects, as well as being citizens with a burning passion to serve their communities.

The purpose of this role is to help us realise that mission by ensuring that every child receives the support they need to achieve this, so that students with SEND are as able to thrive as those without.

With that in mind, we are looking for an innovative, inspiring and experienced teacher with a passion for supporting pupils with a wide range of needs, including Autism Spectrum Conditions, Social Emotional and Mental Health, Specific Learning Difficulties, and Communication & Interaction Needs.

But we are also looking for an English specialist, who, with the support of the SENDCo and Head of English could adapt and deliver the English curriculum to meet the needs of these vulnerable students. This may also involve working with parents and any relevant external agencies to develop, implement and monitor individual support / learning plans.

Details of the role

We believe that education has the power to change lives and communities, and we constantly strive to improve our practice, so that all students have the best outcomes academically, pastorally, and in terms of their character.

With this in mind, we made sure that our £24 million new building came equipped with a specialist SEND department and 3 SEND breakout rooms, where we could create safe spaces for students with SEND to work on the things they find hard.

As a Specialist Teacher of English, you would be using these spaces to deliver a differentiated version of our mainstream curriculum to a small group of Year 7s, Year 8s, and Year 9s, each of whom you'd see five times a week.

Your remaining hours would either be spent delivering mainstream English lessons, or supporting SEND students elsewhere. The current postholder, for example, delivers the ASDAN course at KS4, which could be part of this role if desired.

Either way, you will be joining a highly effective SEND team, who are already providing support to individual students or small groups, who, due to their special educational need and/or disability (SEND), require additional help understanding or completing learning and/or in developing their social and emotional intelligence. You will also be joining a highly effective English team, who meet once a week to develop their subject knowledge and pedagogical skills.

As a result, you will play a vital role, working in partnership with teachers and the Leadership Team, to ensure that our SEND interventions lead to improved learning outcomes for some of our most vulnerable young people.

In addition, you must also embrace the following responsibilities, which are based on our foci on Head, Heart and Soul, with a fourth area of responsibility for leadership and management:

Head: a place of learning

The role requires you to

- plan and deliver and quality assure highly academic lessons which implement curriculum intent and deliver excellent outcomes (both academic and pastoral) for all learners
- treat time as precious, ensuring that all tasks and activities are clearly linked to intended learning – everything with a purpose, empowering those most in need
- lead teaching and non teaching staff to ensure that underachievement is addressed quickly and effectively
- prepare appropriately for, and contribute to or lead, all co-planning sessions and curriculum development discussions
- regularly mark student work in line with your department making policy and

- give feedback that stimulates improved learning
- engage fully in our culture of continual professional development and coaching, in which we encourage and challenge each other to be the best we can be.

Heart: A place of care and respect

The role requires you to

- care deeply for our young people and for everyone who makes up the Trinity community
- be mindful of your own wellbeing and that of your colleagues
- be a pastoral leader in any and every school context
- be an agent of character development for all our young people
- follow, support and model the implementation of the school's behaviour policy, including systems, routines and duties
- care for our environments.

Soul: A place of engagement

The role requires you to

- commit to the vision for the school and be proactive in contributing to our team in building a world class organisation for students, staff and our community.
- be involved in the co-curricular offer at Trinity by either leading or supporting after school clubs that offer breadth and depth
- be active in pursuing personal and professional development beyond your immediate role, seeking breadth of knowledge and experience, as well as depth.

Leadership and management

This role requires you to

- Communicate the joy and wonder of teaching and learning
- Lead with integrity and by example with an unshakeable belief in the power of education to transform lives
- Be willing to engage with and contribute to our culture of high challenge and high support, in order to develop yourself as a leader and colleagues across our community.
- Be highly organised and efficient with all resources (time, money, people, systems and equipment), striving to continually improve your department and the Academy as a whole.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main

expectations of the school in relation to the post holder's professional responsibilities and duties.