



South Charnwood High School

'encouraging excellence, valuing people'



Teacher of SEND



Teacher of SEND

Post: Teacher of SEND

Hours: Full time

Salary: MPS/UPS

Contract: Permanent

Start: September 2026

South Charnwood High School is an oversubscribed, highly successful 11-16 school. As part of our commitment to a strategic inclusion strategy, we are seeking to appoint an outstanding and experienced primary-based or SEND specialist secondary practitioner to lead a new and vital provision for our most vulnerable learners.

This is a rare opportunity for a visionary teacher to shape a bespoke educational experience for Year 7 and 8 pupils who are not yet ready for mainstream secondary education. You will be instrumental in creating a 'safe base' environment, using primary pedagogy to bridge the gap and ensure every child achieves their full potential academically, socially, and personally.

Are you:

- A primary specialist or specialist SEND secondary teacher with deep expertise in early literacy?
- Passionate about SEND and experienced in supporting pupils with Cognition and Learning and/or SEMH needs?
- An inspiring practitioner who believes in education as a force for transformation?
- Ready to design and deliver an ambitious, broad, and balanced curriculum for vulnerable learners?
- Committed to helping pupils build the confidence and emotional regulation needed to reintegrate into mainstream classes?

If the answer is yes, then we would love to talk to you!

In return, we can offer you the chance to develop in a school with:

- Highly motivated, responsive and respectful pupils
- A supportive, collaborative and welcoming staff team
- Well-resourced and well-equipped SEND department
- A sensible marking policy that protects work-life balance
- High-quality professional development, including NPQs

Additionally, we are pleased to offer a range of staff benefits, including:

- A Cycle to Work scheme to support healthy and sustainable commuting
- Free on-site parking
- A beautiful rural campus providing a calm and inspiring working environment
- Free annual flu vaccinations to support staff wellbeing
- 50% staff reduction for Hiring and Lettings facilities
- Social and team-building events throughout the year
- Flexible or part-time working options where operationally possible
- Funded professional qualifications (e.g. NPQs, Masters modules)

- Family-friendly policies such as enhanced maternity, paternity or carers' leave

Further information about South Charnwood High School is available at our website www.southcharnwood.leics.sch.uk

Please ensure your application form and covering letter include examples of your experience and how you meet the criteria outlined in the job description and person specification. We encourage you to visit us prior to application. Applications should be made via ETeach [Teacher of SEND](#)

Closing date for applications: 9.00am, Monday 18 May 2026

Please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable candidate or number of applications are received before the official closing date.

As this job is designated as a 'regulated activity' an enhanced DBS check with Barred list check is essential

'South Charnwood High School - Committed to Safeguarding Children and Young People'

Letter from the Headteacher

Dear Applicant

Thank you for taking interest in the post of Teacher of SEND to start at South Charnwood High School in September 2026. I hope you find the following details informative as you consider the opportunity of joining our very successful school.

At the heart of my educational philosophy is a conviction to ensure that every child achieves their full potential; academically, socially, morally and personally. We have a duty to provide an outstanding and exciting curriculum that strives for excellence so that no pupil underachieves. Pupils should be given opportunities to take responsibility for themselves and their own learning. Our young people deserve expert care, support and guidance from staff, parents and the wider community to help them make informed decisions. Every pupil must feel able to develop their own unique personal qualities, to develop high self-esteem, self-worth and self-respect as they become the young adults of the future. We have very high expectations of both staff and pupils.

The school has a track record of excellent GCSE results year on year and our pupils make better progress than similar pupils nationally. The school is oversubscribed and pupils are highly motivated to succeed. Our Progress 8 score has consistently been positive both pre and post pandemic. In addition, we ensure that all Year 11 pupils receive support and guidance to apply for suitable post 16 courses.

This is a new post to support our most vulnerable pupils in their transition into Year 7 and beyond. The provision is based on a more primary model, being taught mainly by one member of staff, in one location for a significant amount of time each week. The content of the provision will be bespoke, appropriate and ambitious with the aim to integrate the pupils into mainstream education as quickly as possible.

At South Charnwood, we invest in the continued professional development of all of our colleagues. Our CPD programme focuses on whole school priorities and the development of pedagogy based on research, best practice and our excellent links with other schools. In addition, we offer individualised CPD pathways which support staff at all stages of their career progression including National Professional Qualifications. As such, this role would be a great step towards future senior leadership.

We are totally committed to raising aspirations and achieving fantastic outcomes for all pupils. Therefore, we are seeking to appoint an enthusiastic & dynamic Teacher of SEND to build on the achievements of the past and support the learning support department to further outstanding success in the future. If you have the desire to work hard, believe in a holistic approach to education and want to transform lives, with the full support of experienced colleagues, then this is a very exciting opportunity. I look forward to receiving your application.

Simon Andrews

May 2026

Job Description

Post Title	Teacher of SEND
Overall responsibility	To plan, develop and deliver a bespoke secondary educational experience for Year 7 & 8 pupils and other young people aged 11-16 with Cognition and Learning and/or SEMH needs.
Reporting to:	SENDCO/Senior Leadership Team
Salary/Grade	MPS/UPS

Strategic Purpose:

- To develop with support an appropriately broad, balanced, and ambitious curriculum for vulnerable learners, ensuring it meets individual EHCP requirements and school inclusion aims.
- To create a "safe base" classroom environment that supports emotional regulation and builds pupil confidence.
- To increasingly integrate pupils into our mainstream curriculum, ensuring they can eventually benefit from suitable GCSE and vocational options.

Main Duties:

- Curriculum Development: Design, with support from SENDCo, a transition curriculum using primary pedagogy, including evidence-based learning such as phonics, reading comprehension and practical maths.
- Teaching & Learning: Deliver high-quality, scaffolded instruction that stretches and challenges pupils of all backgrounds and abilities. This may involve some teaching in the mainstream Year 7/8 core curriculum.
- Strategic Inclusion: Develop and implement clear pathways for the phased reintegration of pupils into mainstream Key Stage 3 and Key Stage 4 classes.
- Assessment & Monitoring: Regularly assess and review pupil progress using data to inform planning and targeted interventions.
- Liaison: Work closely with the SENDCO, primary feeder schools, teaching staff and parents/carers to ensure successful transition and ongoing support.
- Professional Leadership: Act as a specialist resource for the school, sharing best practices in primary pedagogy and SEND support with secondary colleagues.

Other Duties

- To take part in marketing and liaison events such as Open Evening, Parents' Evenings and events with partner schools.
- To uphold the school's policy in respect of child protection matters.
- Set a good example in terms of dress, punctuality and attendance.
- Uphold the school's behaviour code and uniform regulations.
- Participate and contribute to the organisation of school visits and trips that complement learning.
- Supervise pupils outside of lesson time in morning and afternoon sessions, for example during lesson changeovers

Teacher of SEND

May 2026

Person Specification

		Essential	Desirable	Evidence
Qualifications and Experience				
1	Appropriate degree and/or teaching qualification with primary focus or secondary experience	<input type="checkbox"/>		A
2	Recent experience of teaching Year 5-6 or transition groups	<input type="checkbox"/>		A
3	Proven track record of working with pupils with EHCPs, Cognition/Learning and SEMH needs	<input type="checkbox"/>		A, I, R
4	Expert knowledge of early literacy, practical mathematics delivery and other learning strategies	<input type="checkbox"/>		I, R
5	Experience in curriculum design and strategic planning		<input type="checkbox"/>	A, I
6	Evidence of recent appropriate professional development in SEND	<input type="checkbox"/>		A, R
7	Ability to create a supportive, 'safe base' learning environment	<input type="checkbox"/>		I, R
8	Experience of managing phased reintegration into mainstream settings		<input type="checkbox"/>	I, R
9	Commitment to safeguarding and promoting the welfare of young people	<input type="checkbox"/>		A, I
Skills				
10	Establish a safe and stimulating environment for pupils, rooted in mutual respect	<input type="checkbox"/>		A, I
11	Set and meet targets that stretch and challenge pupils of all backgrounds and abilities	<input type="checkbox"/>		A, I
12	Support all aspects of department self-evaluation and improvement strategies	<input type="checkbox"/>		I, R
13	Ability to work hard under pressure while maintaining a positive, professional attitude	<input type="checkbox"/>		I, R
14	Ability to organise and prioritise workload and work on own initiative	<input type="checkbox"/>		I, R
15	Excellent personal, verbal and written presentation skills	<input type="checkbox"/>		A, I, R
Personal Attributes and Behaviours				
16	Adaptability and flexibility to changing circumstances and new ideas	<input type="checkbox"/>		I, R
17	A belief that schools have a responsibility to prepare pupils for their lives - not just for exams	<input type="checkbox"/>		A, I, R
18	Creative, courageous and resilient	<input type="checkbox"/>		I, R
19	Sustain personal motivation and that of colleagues	<input type="checkbox"/>		A, I, R
20	Willing to take responsibility and ownership	<input type="checkbox"/>		A, I, R
21	Team player	<input type="checkbox"/>		I, R
22	Evidence of a sense of humour, commitment and enthusiasm.	<input type="checkbox"/>		I, R
23	Evidence of self-motivation and the ability to be self-critical, and to evaluate own performance	<input type="checkbox"/>		I, R
Ability to Fulfil Wider Professional Responsibilities				
24	Willingness to make a positive contribution to the wider life and ethos of the School	<input type="checkbox"/>		A, I, R
25	Ability to develop effective professional relationships with colleagues, pupils and parents	<input type="checkbox"/>		I, R

Key to Evidence:

A = Application

I = Interview

R = Reference

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