



RECRUITMENT PACK

Specialist Teacher in SEND Unit

DIOCESE OF  SALFORD

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WELCOME FROM CLAIRE HUNT, HEADTEACHER

Dear Applicant

Thank you for your interest in joining St Augustine's RC High School. It is a privilege to introduce our school and to share with you what makes our community such a special place to work, learn and grow.

St Augustine's is a vibrant and outward-looking Catholic school rooted in Gospel values and the teachings of the Church. Christ is placed at the centre of all that we do, shaping a culture built on humility, compassion and recognition of the dignity of every individual. Our mission is lived out daily through our commitment to act humbly, love tenderly and seek God in all things.

We are proud of our strong reputation for high standards, excellent behaviour and exceptional pastoral care. Our pupils are ambitious, enthusiastic and deeply committed to their learning, and they are supported by a dedicated team of staff who work tirelessly to help every child fulfil their God-given potential. Our curriculum is broad, balanced and inclusive, ensuring that all pupils — including those with additional needs — are known, nurtured and challenged.

Our Catholic life and mission shapes every aspect of school life. This was recognised by the Diocese of Salford, who judged the school to be outstanding in all areas, praising our leadership, our sense of community and the exceptional quality of pastoral support offered to our pupils. Ofsted has also affirmed the strength of our provision, highlighting the positive relationships, strong community spirit and the high levels of success our pupils achieve as they prepare for their next steps.

If you are considering joining us, I hope this information provides a sense of the values, aspirations and culture that define our school. We are a welcoming, hardworking and supportive community, and we look forward to welcoming colleagues who share our commitment to excellence, faith and service.

Yours faithfully,

Claire Hunt

WELCOME FROM FRANCIS HINDLE, CHAIR OF THE BOARD OF GOVERNORS

Dear Applicant,

St Augustine's is an oversubscribed mixed 11-16 Roman Catholic High School. From our original intake of 450 pupils in 1963 we have grown steadily in popularity and are now one of the largest Catholic high schools in Lancashire. Our location is enviable. Surrounded by fields, with Pendle Hill as a backdrop, we enjoy a beautiful rural setting. Billington is a short walk from the ruined twelfth century Cistercian Abbey of Whalley, one of the most attractive villages in the Ribble Valley. The school is also a short drive away from the market town of Clitheroe, dominated by its little castle, and the Pendle villages associated with the seventeenth century witchcraft trials. The Ribble Valley is a lovely part of the world, often listed in the "Best Places to Live in the UK" surveys, and despite being largely rural, its population is rising.

The school has a large catchment area. We have ten partner primaries, four of which are small rural schools. Around 95% of the Year 6 pupils in our partner primaries move on to us. The socio-economic profile of our intake is diverse and reflects our comprehensive nature. In December 2022, St Augustine's joined the Romero Catholic Academy Trust, one of the three Multi Academy Trusts (MAT) established by the Salford Diocese. You can find out more at www.romerocat.com

If you are the successful candidate, you will be a welcome addition to our school. Our staff hold deep loyalties to St Augustine's and willingly go that extra mile for our children. Our school website, www.sarchs.com, has a wealth of information about life at St Augustine's so do please take a look at it if you would like to learn more about our school.

Yours faithfully,

Francis Hindle

JOB ADVERT

SPECIALIST TEACHER IN SEND UNIT

PERMANENT/ FULL TIME

GRADE: M1 – U3 (£32,916 - £51,048)

RESPONSIBLE TO: SENDCO

MAIN LOCATION: ST AUGUSTINE'S RC HIGH SCHOOL

REQUIRED TO COMMENCE 1ST SEPTEMBER 2026

St Augustine's RC High School is a large and friendly school, under the Trusteeship of the Salford Diocese and part of the Romero Catholic Academy Trust, which welcomes pupils of denominations and world faiths or no faith. Our community is one in which we aim for our pupils to be safe, happy and successful in a positive atmosphere where every person is known, valued and given the support and guidance they need while being excited by the challenges and opportunities before them.

The Board of Directors of the Romero Catholic Academy Trust, alongside The Governors of St Augustine's RC High School, are seeking to recruit a Specialist Teacher for our SEN unit "Gateway". The role focuses on delivering a broad, balanced, and differentiated curriculum while supporting pupils' academic, social, and personal development. It combines classroom teaching, pastoral care, and contributions to whole-school improvement, with a particular emphasis on supporting pupils with Speech, Language and Communication Needs (SLCN) and associated SEN.

If you feel you have the right skills and attributes we are looking for, then we will be delighted to hear from you. Visits to the school are warmly welcomed and can be arranged by contacting the school office on **01254 823362** or **Head@sarchs.romerocat.com**.

If you wish to apply please do so via the My New Term platform following the link <https://mynewterm.com/jobs/149457/EDV-2026-SARCHSVA-59149>

We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. The successful applicant will be subject to an Enhanced DBS check.

Closing Date	19 th March 2026 12pm
Shortlisting Date	Week commencing 23 rd March 2026
Interview Date	1 st April 2026

SPECIALIST TEACHER IN SEND UNIT

JOB DESCRIPTION

JOB PURPOSE

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.

To monitor and support the overall progress and development of pupils as a teacher/ Form Tutor.

To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.

To contribute to raising standards of pupil attainment.

To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

MAIN DUTIES AND RESPONSIBILITIES

Your duties and responsibilities will include:

OPERATIONAL/STRATEGIC PLANNING

- To assist in the development of appropriate syllabus, resources, schemes of work, marking policies and teaching strategies in the curriculum area and department.
- To contribute to the departmental development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

CURRICULUM

- To assist the SENDCo and senior Leadership Team, to ensure that the curriculum area/department provides a range of teaching which complements the school's strategic objective.
- To plan and deliver appropriately adaptive lessons for pupils with SLCN and associated SEND needs.
- To assist in the process of curriculum development.
- To contribute effectively to the school's enrichment programme.

STAFF DEVELOPMENT

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the performance management review process.

- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

RECORDING AND ASSESMENT

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of pupils.
- To track pupil progress and use information to inform teaching and learning.
- To monitor progress against EHCP outcomes and contribute to the review process.

COMMUNICATIONS

- To communicate effectively with the parents and carers of pupils, and external professionals as appropriate.
- To follow agreed policies for communications in the school.
- To take part in activities such as Open evening, Parents Evenings and liaison events with partner schools and other external agencies.

MANAGEMENT OF RESOURCES

- To assist the SENDCo to identify resource needs and to contribute to the efficient/effective use of physical resources.

PASTORAL SUPPORT

- To support and uphold the catholic values of the school.
- To be a Form Tutor of an assigned group of pupils and to carry out related duties in accordance with the general jobs' description of a Form Tutor.
- To support pupils' social communication, independence and emotional regulation.

SAFEGUARDING

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.

OTHER SPECIFIC DUTIES

- To create a communication-rich, supportive classroom environment.
- To implement evidence-based SLCN strategies and intervention.
- To play a full part in the life of the school community, to support its ethos and to encourage staff and pupils to follow this example.
- To continue personal development as agreed.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by STPCB not mentioned in the above.

SPECIALISED TEACHER IN SEND UNIT

PERSON SPECIFICATION

Qualifications	Essential (E) Desirable (D)	Evidenced by: Application (A) Certificate (C) Interview (I) Test (T) Reference (R)
Qualifications and Training		
Qualified Teacher Status	E	A
Degree or equivalent in relevant subject knowledge	E	A
Evidence of Continuous Professional Development	E	A / R
Experience of Teaching		
Evidence of good or outstanding classroom practise.	E	A / I / R
Experience of teaching pupils with SEND in particular ASD and complex needs.	E	A / I / R
Successful and sustained delivery of outstanding attainment and achievement.	E	A / I / R
Use of data to plan and implement intervention strategies to raise academic performance.	D	A / I / R
Partnership working and collaboration within a school or local authority context	D	A / I / R
Experience in a Primary/Secondary SEND context/Specialist Provision or Special School Setting.	D	A / I / R
Experience of contributing to EHCP processes.	D	A / I / R
Professional Knowledge and Understanding		
A commitment to achieving outstanding results.	E	A / I / R
Ability to employ a range of effective learning and teaching styles to maximise student progress and attainment.	E	I
A Thorough knowledge and understanding of own subject.	E	I / R
A strong commitment to inclusion and overcoming barriers to learning achievement utilising effective adaptive teaching practises.	E	I / R
Has a thorough knowledge and understanding of speech, language and communication development.	D	I / R
Relevant SEND related training e.g. such as ELKLAN, Makaton, PECs or Attention Autism.	D	I / R
Personal Qualities		
Commitment to uphold the Catholic values and ethos of the School.	E	A / I / R
Commitment to delivering enrichment opportunities for	E	A / I / R

Students.		
Commitment to continuing professional development and Qualifications.	E	A / I / R
Highest levels of professional and personal integrity.	E	A / I / R
The ability to use own initiative and problem solve.	E	A / I / R
Good attendance and punctuality record.	E	A / I / R
Organised, efficient and ability to work to deadlines.	E	A / I / R
Commitment to support the school agenda for safeguarding, equality and diversity.	E	A / I / R
Other		
Commitment to safeguarding and protecting the welfare of children and young people	E	A/I
Commitment to equality and diversity	E	A
Commitment to health and safety	E	A
Essential car user	E	A
Note: We will always consider your references before confirming a job offer in writing		
Prepared by:	HR Team	Date: March 2026

EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

HEALTH AND SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

SAFEGUARDING COMMITMENT

The Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure. An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

ATTENDANCE

Good attendance enhances the service delivered by the Trust, minimises staffing difficulties and ensures best value to the schools. It is essential that applicants for positions in the Trust can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

SPECIALIST TEACHER IN SEND UNIT

HOW TO APPLY

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