



# St John's C of E Primary School, Watford

Growing Together in Love and Respect

## Inclusion Teacher

**Working Hours:** Part Time, 2 days per week

**Payscale:** Main Scale

**Responsible to:** Headteacher

**Start Date:** Academic Year 2026/27

Closing date: Tuesday 14th July

Interview date: Monday 20th July

Our school vision and Christian ethos of 'Growing Together in Love and Respect' means that you could be part of something very special in the heart of Watford and make a real difference to the local community. We currently have a vacancy for an **Inclusion Teacher** and are looking for the right person to join our school team.

At St John's Church of England Primary School, we believe that happy teachers equal happy, engaged children. Are you a SEN Teacher who challenges, inspires and fully embraces the importance of the development of the whole child? If so, we need you.

We believe:

- That the child is at the centre of all decisions we make
- In developing a love of learning across the whole school to embrace all pupils, families and staff
- In giving our staff the opportunities to develop and grow through CPD and a broad range of experiences
- That staff wellbeing is central to delivering quality education
- Growing children in the values offered by a Church of England school and being inclusive of children of Christian faith, multi-faith or no faith

We can offer:

- Full support and an induction programme for all new staff with continued professional development
- Happy and enthusiastic children who are keen to learn
- The support of a friendly and dedicated team
- A safe environment with a commitment to mental health where emotional wellbeing is promoted
-

- A strong sense of community and family
- Supportive families and governors
- Two unpaid days per year

### Job Description, Inclusion Teacher

<p><b>Purpose of role</b></p>	<p>As a special educational needs (Inclusion) teacher, you'll work with children and young people who need extra support, or require a tailored learning programme, to help them reach their full educational potential.</p> <p>You will work under the guidance of a qualified SENCo and collaborate with a highly skilled, experienced SEND team who wholly support the needs of our children and their families.</p> <p>You may work with pupils who have physical disabilities, sensory impairments (e.g. hearing or visual), speech and language difficulties, dyslexia, autism, or social, emotional, and mental health needs for example. Some pupils may have a combination of these difficulties.</p> <p>A key aspect of working in this field is conducting diagnostic assessments to identify children's strengths and areas of need.</p> <p>You will work with the teaching team to assess pupils where there is a 'cause for concern' and contribute to the graduated response process. Contribute to annual reviews and review meetings.</p> <p>A key aspect of the role will be to analyse assessment information to inform interventions and classroom support strategies. You will be vital in supporting the identification of barriers to learning and recommend suitable interventions.</p> <p>To measure and evaluate the impact of interventions through ongoing assessment and progress monitoring. Ensure provision is evidence-informed and aligned with identified pupil needs.</p> <p>It will be important to contribute to referrals and gather evidence for external agencies where appropriate.</p> <p>To work within the Inclusion team to maintain and develop the school's provision map.</p>
-------------------------------	--

	<p>Support the implementation and monitoring of EHCP provision.</p> <p>Monitor the quality and effectiveness of interventions and classroom support.</p> <p>Review pupil outcomes and contribute to evaluating SEND provision across the school.</p>
<p><b>Teaching</b></p>	<p>Teach individuals or small groups of pupils within or outside the class as interventions which may be timetabled or on an ad hoc basis. These interventions may include targeted maths/English support, booster groups, friendship and social skills groups, supporting children with EAL or those who are PPG.</p> <p>Prepare lessons and resources</p> <p>Mark and assess work</p> <p>Develop and adapt conventional teaching methods to meet individual pupil need</p> <p>Use special equipment and facilities, such as audiovisual materials and computers, to engage students and enhance learning</p> <p>Use specialist skills, such as teaching Braille to pupils with visual impairments or sign language and lip reading to students who have hearing impairments</p> <p>Collaborate with the classroom teacher to define appropriate activities for the pupils, and adapt curriculum lesson plans accordingly</p> <p>Assess children with learning difficulties and work with colleagues to identify individual pupils' special needs</p>

	<p>Work with the head teacher and governing body to ensure that the requirements of the Equality Act 2010 are met in terms of reasonable adjustments and access arrangements</p> <p>Liaise with other professionals, such as social workers, speech and language therapists, physiotherapists and educational psychologists</p> <p>Work closely with parents and guardians</p> <p>Organise and supervise learning outside the classroom in activities such as community visits, school outings or sporting events</p> <p>Assist pupils with personal care/medical needs where required</p> <p>Carry out administrative tasks, including updating and maintaining records of pupils' progress</p> <p>Attend statutory annual reviews or other related meetings, regarding pupils with SEN - this may involve reviewing education, health and care (EHC) plans</p> <p>Attend in-service training</p> <p>Manage behaviour.</p>
<p><b>Behaviour</b></p>	<p>Establish a safe, purposeful and stimulating environment for pupils, rooted in the St John's Church of England Primary School ethos of 'Growing Together in Love and Respect'.</p> <p>Manage children effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils</p> <p>Maintain good relationships with pupils, model appropriate behaviour, and act decisively when necessary</p> <p>Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils</p>

	<p>Have high expectations of behaviour, promoting self-control and independence of all pupils.</p> <p>Carry out playground and other duties as directed</p> <p>Be responsible for promoting and safeguarding the welfare of all St John's Church of England Primary children, raising any concerns by following school protocol/procedures</p>
<p><b>Team Working</b></p>	<p>Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and Collective Worship.</p> <p>Work as a team member and identify opportunities for working with other staff members and sharing and modelling the development of effective practice with them.</p> <p>Ensure that other staff members working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil. You will support teachers in planning for pupils with additional needs.</p> <p>Deliver demonstration lessons showcasing effective SEND and inclusive teaching approaches.</p> <p>Share practical strategies that enable teachers to meet diverse learning needs within mainstream classrooms.</p> <p>Contribute to whole-school professional development relating to inclusion and SEND.</p> <p>Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.</p>
<p><b>Professional Responsibilities</b></p>	<p>Contribute to whole school professional development relating to inclusion and SEND.</p> <p>Work collaboratively with others to develop effective professional relationships.</p> <p>Communicate effectively with St John's families with regard to pupils' achievements and well-being using school systems/processes as appropriate.</p> <p>Communicate and cooperate with relevant external bodies.</p>

	Make a positive contribution to the wider life and ethos of the school
<b>Administration</b>	<p>Register the attendance of and supervise pupils, before, during or after school sessions as appropriate.</p> <p>Participate in and carry out any administrative and organisational tasks as required by the Headteacher</p>
<b>Professional Development</b>	<p>Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary, responding to advice and feedback from colleagues.</p> <p>Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal</p>
<b>School Ethos</b>	<p>To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.</p> <p>Perform any reasonable duties as requested by the head.</p> <p>To support the St John's Church of England Primary School ethos of 'Growing Together in Love and Respect'.</p>
<b>Safeguarding</b>	St John's Church of England Primary School is committed to safeguarding and promoting the welfare of children and all staff are expected to share in this commitment
<b>Person Specification</b>	<p>Qualified Teacher Status (QTS).</p> <p>Strong understanding of SEND and inclusive teaching practices.</p> <p>Experience of delivering targeted interventions and assessing pupil needs.</p> <p>Ability to analyse assessment data and use findings to inform practice.</p> <p>Excellent interpersonal and coaching skills.</p> <p>Ability to work collaboratively with teachers, support staff, leaders, parents and external professionals.</p> <p>Commitment to improving outcomes for vulnerable learners.</p> <p><b>Desirable:</b></p> <p>Experience of diagnostic assessment.</p>

	<p>Experience supporting pupils with communication and interaction needs.</p> <p>Experience of coaching or mentoring colleagues.</p> <p>Knowledge of EHCP processes and annual review procedures.</p>
--	---

***The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by the Head Teacher.***

***St John's Church of England Primary School is committed to safeguarding children and young people and all staff are expected to share in this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check.***

***All posts are classed as having a high degree of contact with children or vulnerable adults and are exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Disclosure and Barring Service (DBS) as part of pre-employment checks. Any successful applicants who have spent a significant time outside of the United Kingdom will be required to provide proof that they do not have any overseas criminal convictions.***

***All applicants will undergo child protection screening appropriate to the post, including checks with past employers and an application to the Disclosure and Barring Service.***