

ST BIRINUS SCHOOL

Requires a

LEARNING SUPPORT TEACHER

Start Date: September 2026

Closing Date: Monday 13th April 2026

(early applications are encouraged and will be considered on receipt)

Hours: Full time or Part-time

Salary: MPS/UPS

We are looking for a skilled qualified teacher to work with small groups of students with special educational needs, who has the ability, skills and experience to..

- lead on curriculum for our small group of Internal Alternative Provision students, primarily with SEMH needs, by co-ordinating and teaching the Key Stage 2 and 3 curriculum in a range of subjects, including but not limited to English, Maths, Science and Humanities
- plan, prepare, assess and teach small groups (8 or less) of pupils within a Learning Support classroom
- support the primary needs of pupils with ASD and/or ADHD and other associated learning needs
- liaise with Heads of Department and develop schemes of learning to support access for learners based outside a mainstream classroom
- support the SEND team with other small group interventions in literacy, numeracy, SEMH as required
- act as a keyworker for certain identified students
- communicate with parents, teachers and other professionals regarding key pupils on a regular basis
- assess pupils, in line with training given, as requested by the SENDCo
- contribute towards EHCP paperwork, EHCNAs and any other appropriate SEND documentation

ST BIRINUS SCHOOL

We are hugely proud of our school community and St Birinus is very much a “good” school on the way to becoming “great”. In February 2025, the school was judged as continuing as ‘Good’ with an ‘Outstanding’ judgement for Leadership and Management. Ofsted recognised that the school “*has successfully established a strong culture of ‘care, courtesy and commitment’ among high expectations. These are lived out by staff and pupils alike*” in addition to the school having a “*friendly and welcoming atmosphere*” where “*pupils respectful and courteous to others and well behaved in lessons*”. We are proud that they see that our boys are “*very well prepared for the future and life in modern Britain*”.

Outcomes for our students (P8 +0.4 in October 2024 and above +0.5 in 2022 and 2023) are in the top 5% of schools nationally, for boys’ only progress and the compelling ethos of this school is literally written all over the walls. We pride ourselves in creating a vibrant and visceral environment in which boys thrive and accrue the knowledge, skills, experience and character that will realise their potential and allow them to seize any opportunity, now or in the future.

Inspiring Excellence through Care, Courtesy and Commitment

The infinite goal - *We aspire to be a national centre of excellence for all boys' state education.*

As a member of Ridgeway Education Trust, St Birinus School works in very close partnership with Didcot Girls' School (Ofsted Outstanding, November 2022) and share a 400 strong mixed Sixth Form which is based predominantly at St Birinus.

Ridgeway Education Trust (RET) is based in south Oxfordshire and currently comprises of two secondary, six primary schools and a SCITT, serving 4,400 pupils and their communities. Guided by the core values of integrity, ambition and leading for legacy, we are committed to delivering excellence through high quality education with powerful collaboration at its heart.

Employing great staff is key to the success of our school: the Headteacher is actively involved in every interview process.

We understand that valuing and developing our staff is the best way to release and realise their potential. In return, we seek staff who are passionate about working with young people, resilient, and with a truly growth mindset. If this is you, we look forward to hearing from you!

St Birinus School is a Family Friendly School, committed to supporting our staff so that they can carve out a professional and personal life that is fulfilling and balanced.

Quotes and soundbites from SBS staff in the recent Stakeholder Surveys ...

- "I love this place!"
- "Despite only having joined the school recently, I have found it to be a positive and supportive school, with a clear vision and values that students and staff understand"
- "St Birinus is the best managed school that I have ever worked in or been associated with"
- "I love working at St Birinus and intend to root myself here for the foreseeable future"

What SBS staff say that they value about their school ...

- "Relationships with colleagues and the community feel"
- "A strong sense of community and pride"
- "The positive influence we have on students and inclusion of all students no matter their need"
- "The strong leadership and vision from the Senior Leadership Team"
- "The focus on staff wellbeing"

We encourage visits to our school in advance of applications; please do not hesitate to get in touch if you would like a conversation and/or tour of the school with the Headteacher, Mr William Manning by contacting Mrs Helen Cliff, PA to the Headteacher, via email hcliff@st-birinus.oxon.sch.uk or by calling 01235 814444.



Inspiring Excellence through Care, Courtesy and Commitment

The Learning Support Department

At St Birinus School, all teachers are teachers of SEND and a fully inclusive education is at the heart of what we do. Our Learning Support Department helps a range of pupils including those who have Special Educational Needs, Disabilities and Medical Needs. Our provision is designed to meet pupils' needs and to support all students to make progress.

Provision is designed to take into account specific pupil needs and to ensure that all pupils have access to a mainstream education. Every student with an identified Special Educational Need will have a Pupil Profile which is shared with teachers, the pupil and their parents. This ensures that their teachers are able to support them within a mainstream classroom by planning to meet their needs using our Inclusive Teaching Framework. Additionally, students may be supported through curriculum design, by withdrawal sessions which offer specific help in small groups or through Teaching Assistant support, within their classroom, where appropriate.

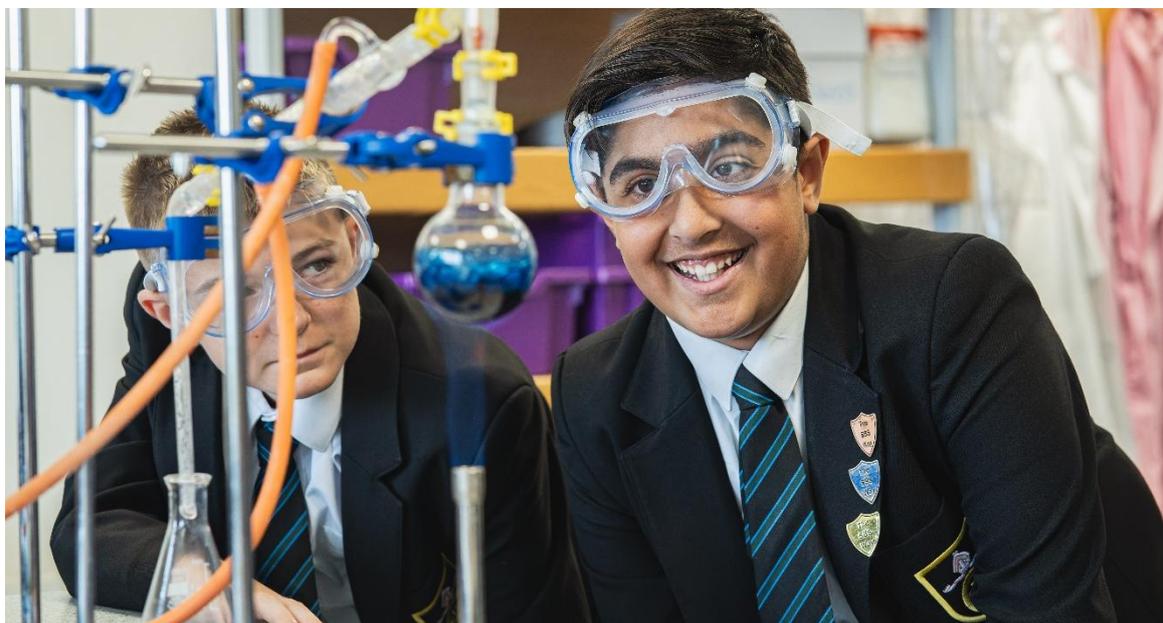
The Learning Support area is specifically designed to be a calm area in school in which pupils can gain extra support from our experienced team. The Department is strategically led by Mrs Lister, Assistant Headteacher for Inclusion, with two Special Educational Needs Coordinators (SENCo): Miss Martin-Morrissey is Co-SENCo for Rising Year 7 and Years 7-9; and Mrs Foster is Co-SENCo for Years 10-13. The Learning Support Department is operationally led by Miss Jones, the Deputy SENCo. A member of the team is always able to discuss individual pupils with parents both prior to and after transfer.

Additionally, we have...

- Teaching assistants, trained to support the particular needs of the students they work with
- Three staff trained as ELSAs
- A School Health Nurse
- A School Counsellor
- Educational Psychologist who works across the Didcot Partnership of Schools.

We also have access to a range of specialist support services including...

- SENSS, who support students with communication and language, sensory needs and physical needs
- Child and Adolescent Mental Health Services (CAMHS)
- Oxfordshire School Inclusion Team
- Therapy Services
- Children's Social Care



Inspiring Excellence through Care, Courtesy and Commitment

JOB DESCRIPTION

Classroom Teacher

Responsible to: Assistant Headteacher (Inclusion)

Responsible for: The provision of a full and rich learning experience and support for students

Job Purpose:

- To communicate infectious enthusiasm and a passion for every student to fulfil their potential, whatever their starting point, educational needs and level of ability
- To fulfil the expectations of the Teacher Standards in the context of being a teacher as part of the SEND team
- To implement and deliver an appropriately relevant and differentiated curriculum for SEND students and to support the curriculum area, as appropriate
- To monitor and support the overall progress and development of SEND students
- To facilitate and encourage learning experiences which provide SEND students with the opportunity to achieve their individual potential
- To contribute to raising standards of SEND student progress and attainment
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic development within a growth mindset

Principal Responsibilities

To meet all requirements as appropriate to the Teacher Standards which are exemplified by the responsibilities listed below:

Teaching & Learning

- To teach SEND students according to their educational needs, including the setting and marking of differentiated work
- To assess, record and report on the attendance, progress, development and attainment of SEND students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, snapshot reports and references relating to individual SEND students and groups of SEND students
- To ensure that Literacy, Numeracy and ICT are reflected in the teaching and learning experience of SEND students
- To ensure a high-quality learning experience for SEND students which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to SEND student needs
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and study
- To mark, grade and give high quality written/verbal and diagnostic feedback, as required

Operational/Strategic planning & Quality Assurance:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the SEND department
- To contribute to the process of the ordering and allocation of equipment and materials
- To assist the SENDCo to identify resource needs and to contribute to the efficient / effective use of physical resources
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students
- To contribute to the department's development plan and implementation of this
- To plan and prepare courses and lessons
- To contribute to the whole school's planning activities
- To help to implement school quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the subject area in line with school procedures

Curriculum Provision and Development

- To assist the SENDCo to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives
- To assist in the process of curriculum development and change to ensure continued relevance to the needs of SEND students and the school's development priorities

Staff Development, Recruitment & Wellbeing

- To actively participate in the school's CPD programme
- To continue personal development, including subject knowledge and teaching methods
- To actively engage in the school's appraisal / professional development process
- To work as a member of a designated SEND team and to contribute positively to effective working relationships within the school

Communications

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with bodies outside the school
- To follow agreed policies for communications in the school
- To contribute to the development of effective links with external agencies

Care Guidance and Support

- To promote the general progress and well-being of individual SEND students
- To liaise with the SENDCo to ensure implementation of the school's Standard Operation Procedures for behaviour (SOPs) to ensure high standards of behaviour, attendance and uniform
- To register students, accompany them to assemblies, encourage their full attendance and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records
- To alert the appropriate staff to problems experienced by SEND students and to make recommendations as to how these may be resolved

- To communicate with the parents of students concerned with the welfare of individual students, after consultation with the appropriate staff
- To apply the school SOPs in lessons so that effective learning can take place

General Duties

- To play a full part in the life of the school community by supporting its distinctive aims and values and to encourage students to follow this example
- To actively promote the school's policies and to comply with the school's Health and Safety policy and undertake risk assessments as appropriate

Notes

- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



PERSON SPECIFICATION

Person Specification for Post of Teacher

Criteria	Essential	Desirable	How Assessed
Experience	<ul style="list-style-type: none"> Classroom Teaching at 2 or 3 Key Stages 	<ul style="list-style-type: none"> 6th Form Teaching 	Letter, application form and references
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge of effective teaching & learning styles and types of assessment Excellent subject knowledge Good ICT skills 	<ul style="list-style-type: none"> Ability to use and understand assessment data. Familiarity with AFL 	Interview, letter of application, sample lesson
Teaching and Learning	<ul style="list-style-type: none"> A passion for your subject Commitment to raising standards of achievement Commitment to CPD Willingness to learn, work collaboratively, and commitment to own professional development High expectations of all pupils Ability to create an effective learning environment for all students 	<ul style="list-style-type: none"> Evidence of successful lesson planning and delivery Evidence of successful improvement in outcomes 	Sample lesson, application Form
Skills and Attributes	<ul style="list-style-type: none"> Ability to establish good working relationships with colleagues and students Ability to work in a team Good time management Good communication skills 	<ul style="list-style-type: none"> Evidence of innovative practice 	Evidence of innovative practice
Personal Qualities	<ul style="list-style-type: none"> Strong moral purpose Growth mindset and lots of resilience Flexibility Commitment to excellence Forward thinking Sense of humour 	<ul style="list-style-type: none"> Potential for promotion 	Interview and sample lesson

APPLICATION PROCESS

Applications should be made by **9am on Monday 13th April 2026**
by following this link: <https://mynewterm.com/jobs/138762/EDV-2026-SBS-08008>
early applications are encouraged and will be considered on receipt

We encourage visits to our school in advance of applications. For further information regarding this vacancy, the application process, or to arrange a visit, please contact Mrs Helen Cliff, PA to the Headteacher, by emailing hcliff@st-birinus.oxon.sch.uk or by calling 01235 814444.

If you would like further information regarding the Faculty, please either

- view our website <https://www.st-birinus-school.org.uk/> or
- contact Mrs Rachel Lister, Assistant Headteacher (Inclusion), by emailing rlister@st-birinus.oxon.sch.uk

Ridgeway Education Trust is committed to safeguarding, equality and promoting the welfare of children and expects staff working in all its schools to share this commitment. The successful applicant will be subject to satisfactory enhanced DBS, references and pre-employment safeguarding checks. All Leadership roles will require a Section 128 check. The possession of a criminal record will not necessarily prevent an applicant from obtaining a post. All cases are considered confidentially and according to the nature of the role and information disclosed.

To view our Safeguarding policy, please visit our website: <http://www.st-birinus-school.org.uk/1852/sbs-policies>. Please be aware that you will be required to bring your original degree certificate, proof of residence and photographic ID, as applicable, to interview.

St Birinus School is a Family Friendly School, committed to supporting our staff so that they can carve out a professional and personal life that is fulfilling and balanced.

Our [RET Staff Charter](#) summarises the commitment we make to all staff who join and work at Ridgeway Education Trust.

We are committed to expressing our values of high quality learning, respectful relationships and an inclusive environment in the day to day experience of staff and students throughout the school.

St Birinus School is an equal opportunities employer.



ST BIRINUS SCHOOL

Address: St Birinus School, Mereland Road, Didcot, Oxfordshire, OX11 8AZ

Telephone: 01235 814444 **Website:** www.st-birinus-school.org.uk/

Email: stbirinus@st-birinus.oxon.sch.uk

Headteacher: Mr William Manning **CEO:** Mrs Georgina Littler

Chair of Governors: Mr Conor Byrne

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