

**Empowering futures:
for a better tomorrow**



Join our team at **Dawlish College** as a

Specialist Teacher (SEND)

Full-time, permanent role.

MPS (with scope for progression for the right candidate; flexibility for an exceptional applicant)

Available from:

- **1st September 2026**
- **Later start considered for the right candidate**

When compassion meets expertise, barriers fall. Join us and help every child find their voice, their confidence, and their pathway to success.





Welcome

Everything we do across our family of eight schools in our Trust is focused on our mission to deliver a high-quality and inclusive education for our pupils.

[Dawlish College](#) is more than a school, it is a place where ambitions are unlocked. We are united in our commitment to inspire, support and challenge one another to achieve success in all its forms.

If you share our commitment to eradicating educational disadvantage for the children and families we serve, we would love to hear from you.

Please take some time to learn a bit more about our school and our Trust, and what makes us, us: our values. We feel it is an exciting time to join us. We hope to meet you soon.

The role: Specialist Teacher (SEND)

We are seeking a passionate and skilled **Specialist Teacher of SEND** to join our dedicated team and play a pivotal role in shaping outstanding, inclusive practice within the *Horizon Learning Hub*, our specialist provision in a secondary setting.

At *Horizon Learning Hub*, our mission is to provide high-quality, short-term and needs-led academic support that enables every student to successfully access and engage with the mainstream curriculum. Through personalised guidance, targeted interventions, and the development of effective learning tools and strategies, we empower students to build confidence, independence, and resilience in their learning, ensuring they are equipped to thrive within an inclusive educational environment.

About the role

The core responsibility of this role is the delivery of high-quality inclusive teaching within the *Horizon Learning Hub*.

What makes us special

What sets our school apart is our unwavering commitment to both excellence and inclusion. We are a vibrant, innovative, forward-thinking community where every student is valued, supported, and encouraged to thrive. Here, staff and students work together to build confidence, nurture talents, and ensure that everyone feels a true sense of belonging. By joining us, you'll become part of a team that believes in the power of education to transform lives and in the importance of making that transformation accessible to all.

We're looking for someone who:

- Believes in the potential of every student
- Is a forward-thinking educator with a passion for student success
- Is confident in delivering engaging lessons up to GCSE level
- Is committed to empowering all learners to achieve their potential
- Values teamwork and is eager to contribute to the wider life of the school community
- Is reflective, open to feedback, and committed to developing their own practice
- Would love to join a dedicated staff team who are committed to improving the quality of education across our school
- Enjoys being around children and is committed to safeguarding
- Brings a positive attitude and a genuine love of school life.

In this role you will:

- Deliver high-quality, tailored teaching to students with a range of special educational needs and disabilities
- Inspire curiosity and confidence and engaging and purposeful lessons across different areas of the curriculum
- Plan and adapt lessons to meet individual learning needs, ensuring all pupils can access a broad and balanced curriculum
- Work collaboratively with teaching staff, support colleagues, families and external professionals
- Contribute to creating a positive learning environment where all students feel valued
- Take part in wider school life, including enrichment activities and opportunities
- Play an active role in supporting the school's commitment to raising achievement for all.

We offer:

- A role where your work really matters and we listen to your voice
- The opportunity to work in a forward-thinking team who are invested in growing the potential of others and who are committed to continuous improvement
- 1-2-1 coaching
- Ongoing professional development.

How to apply

If you'd love to help create a calm and caring atmosphere where children thrive – we'd love to hear from you.

Please do take the opportunity to learn more about the role by viewing the detailed job description included on the following pages. To apply please complete our application form and take the opportunity to share with us how your skills and experience meet the person specification in the job description. To learn more about the school please visit our website by clicking [here](#).

Alternatively, if you would like to discuss the role further or arrange for a tour of the school please contact Ashleigh Atkins via email: aatkins@dawlish.devon.sch.uk

We are committed to the safeguarding and welfare of all our pupils, and we expect you to be too. We follow safer recruitment statutory guidance (Keeping Children Safe in Education). If you're successful, you'll be required to complete thorough pre-employment checks, including an Enhanced DBS check and references that are satisfactory to our Trust. All posts in our Trust are exempt from the Rehabilitation of Offenders Act (ROA) 1974.



Job description

| | |
|-----------------|---|
| Post title: | Specialist Teacher (SEND) |
| School: | Dawlish College |
| Working hours: | Full-time |
| Salary grade: | MPS |
| Contract type: | Permanent – Available from 1 st September 2026 |
| Responsible to: | SENDCo |

Key purpose of job:

To deliver high-quality, inclusive teaching and learning to pupils with Special Educational Needs and Disabilities (SEND) within the *Horizon Learning Hub*. To provide wider support within specified areas to ensure continuity of student learning and progression.

To deliver the highest quality of teaching and learning through being an effective teacher who challenges and supports all students to achieve their best by:

- Inspiring trust and confidence in students and colleagues
- Building team commitment amongst students and colleagues
- Engaging and motivating students
- Analytic thinking
- Taking positive action to improve the quality of students' learning

The following key areas are adapted from the national Teachers' standards, available at [Teachers' standards - GOV.UK](https://www.gov.uk/teachers-standards). The specific range of duties will be agreed annually.

Specific duties and responsibilities:

Core Duties

- Plan and deliver differentiated lessons tailored to SEND pupils from KS3-KS4 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.



- Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality and in accordance with the school assessment policy.
- To provide key staff with relevant information about student performance during supervised sessions in order to ensure they are informed of the students' progress.
- To take part in appropriate meetings and training as identified by Dawlish College.
- To support the corporate life of Dawlish College and project a positive image of the school.
- To be committed and sensitive in ensuring the equality of opportunity of students.
- To alert appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To use a range of appropriate strategies and follow school policies for teaching, behaviour management and classroom management.
- To support with cover in Room Eleven/Internal Isolation, on occasion and in response to demand.
- To follow agreed policies for communications in the school.
- To take account of the 'Every Child Matters' agenda in all aspects of your work .
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the school.

School ethos and culture:

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the school.

Other duties

- Place the safeguarding of all children in the school as the highest priority.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS with barred list check.
- Make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and pupils at our school.
- Maintain an understanding of and work within Trust and School policies, procedures and statutory regulations, including in respect of health and safety, equality and inclusion, GDPR and data protection, safe use of IT, safeguarding children and safer working practices.



- Conduct oneself in a manner befitting a member of staff working in education at all times, demonstrating the behaviours and standards of our code of conduct.
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.

Person specification

| Assessment criteria - evaluated from application form (A) and / or interview (I) | Essential | Desirable |
|--|-----------|-----------|
| Qualifications: | | |
| Teaching Qualification (A) | ✓ | |
| Appropriate Honours Degree (A) | ✓ | |
| Class of Degree 2:2 or higher (A) | ✓ | |
| Class of Degree 2:1 or higher (A) | | ✓ |
| Experience of, or strong interest in, SEND qualifications (e.g. NASENCo) and the capacity to develop within the role (A) | | ✓ |
| Experience: | | |
| Working with secondary school students across KS3 and KS4 (A/I) | ✓ | |
| Experience of working with pupils with SEND (A,I) | ✓ | |
| Ability to teach to GCSE level (A/I) | ✓ | |
| Knowledge: | | |
| Knowledge and understanding of the importance of safeguarding children (I) | ✓ | |
| Knowledge of the SEND Code of Practice (A,I) | ✓ | |
| Working knowledge of Microsoft Office packages including, Outlook, Word, Excel and PowerPoint (A/I) | ✓ | |
| Skills: | | |
| Ability to plan and deliver engaging, motivating lessons for pupils with identified SEND (A,I) | ✓ | |



| | Essential | Desirable |
|--|-----------|-----------|
| Assessment criteria - evaluated from application form (A) and / or interview (I) | | |
| Openness to innovation and improving own practice, ability to act on feedback and be open to coaching (A,I) | ✓ | |
| Ability to set high level of challenge for students (I) | ✓ | |
| Ability to relate well to students, staff and parents (I) | ✓ | |
| Ability to organise and prioritise work effectively and to deadlines (A/I) | ✓ | |
| Ability to differentiate and personalise learning (I) | ✓ | |
| Impart knowledge and develop understanding through effective use of lesson time (I) | ✓ | |
| Ability to manage classes effectively, using behaviour approaches which are appropriate to students' needs (I) | ✓ | |
| Ability to effectively use ICT to support students (A) | ✓ | |
| Demonstrate high standards of personal and professional conduct (A/I) | ✓ | |
| Understanding of safeguarding issues and promoting the welfare of children and young people (I) | ✓ | |
| Flexible and adaptable with the ability to work calmly and professionally under pressure (I) | ✓ | |
| Ability to form and maintain appropriate professional relationships and personal boundaries with pupils (I) | ✓ | |
| Ability to organise and prioritise work effectively and to deadlines (A/I) | ✓ | |
| Ability to work as part of a team and on own initiative to meet own and shared objectives (I) | ✓ | |
| Commitment to school improvement and raising outcomes for all pupils (belief in every student) (A/I) | ✓ | |
| Commitment to enrichment activities (A) | ✓ | |
| A commitment to and evidence of promoting equity, diversity and equal opportunities within a school, curriculum and in employment practice (A/I) | ✓ | |
| Demonstrates an understanding of the importance of maintaining a healthy work–life balance. (I) | ✓ | |
| Willing to contribute to a positive staff culture that values mutual support, flexibility, and wellbeing (I). | ✓ | |



Our Trust



Our Schools

We support 8 schools/colleges, (5 primaries and 3 secondary schools) across Teignbridge in South Devon. Each of our schools has its own identity and character. Choice and variety in educational provision is important to us.

Connected not just by our geography, we work closely across our schools and with partners to share ideas, resources, best practice and learning. We are constantly working to improve and develop our provision.

| | |
|---------------------------------------|--|
| Cockwood Primary School | |
| Kenn Church of England Primary School | |
| Kenton Primary School | |
| Starcross Primary School | |
| Teignmouth Primary School | |
| Dawlish College | |
| Newton Abbot College | |
| Teignmouth Community School | |

Our vision and mission define our purpose.

Our vision: ‘Empowering futures; for a better tomorrow’

Our vision describes what we would like to accomplish. It is future focussed, setting our long-term goal for both pupils and ourselves. We believe that through our work we can change lives. This inspires and motivates us to be better every day.

Our why:

Our mission describes why Ivy exists: ‘To deliver an ambitious, high-quality, inclusive education’.

Our how:

Our values are what make us, us. Whilst our schools have their own unique identities, our values are what we have in common, they guide us in how we approach our work and empower us to be successful.



Being Ivy. Our values:



Being Ivy. Through our behaviours we bring our values to life every day:

Courage

- Be bold
- Take chances
- Seize opportunities
- Take ownership

Compassion

- Listen to learn
- Be kind to self
- Be kind to others
- Take care of the world around you

Collaboration

- Stronger together
- Support others
- Many schools; one Trust
- #TeamIvy

Commitment

- Work hard
- Give it everything
- Be consistent
- Be accountable

If our values resonate with you, we would love to hear from you.

At Ivy Education Trust we are committed to safeguarding and promoting the welfare of children and young people and we expect all our staff and volunteers to share this commitment. All employees are expected to undergo an Enhanced Disclosure and Barring check and pre-employment checks.

Please note – our Trust operates a Smoke-Free Policy, and all staff and workers are prohibited from smoking in any of the Trust buildings, Trust sites including enclosed spaces within the curtilage of buildings, and Trust vehicles.

