



## Heath Primary School

Job Description: SEND Provision Lead Teacher	
Post Title	SEND Provision Lead Teacher
Grade/ Pay Range	Based on experience, MPS/UPS
Reporting to	Head Teacher, Deputy Head, SLT
Working Pattern	Full-time
DBS Disclosure Level	Enhanced

Heath Primary School is committed to safeguarding and promoting the wellbeing of children and young people and expects all staff and volunteers to share this commitment. Enhanced DBS checks, reference requests and employment history checks will be carried out before any employment may commence.

### Professional Responsibilities:

- Develop and implement a strategic vision for SEND provision aligned with school policies and current educational standards.
- Liaise with support staff, parents, and external agencies to create individualised education plans (IEPs) for students.
- Provide guidance, training, and support to staff in delivering high quality SEND teaching and interventions.
- Monitor and evaluate the effectiveness of SEND provision, using data to inform practice and policy improvements.
- Ensure compliance with relevant SEND legislation and policies, including EHCP reviews and annual assessments.
- Cultivate an inclusive culture where SEND students are engaged and can achieve their full potential.
- To have the highest commitment to the safeguarding of all children and young people. Following school policies within day-to-day practice and reporting any concerns to a DSL.
- To play an active role in the life of the school.
- To provide a positive, welcoming classroom environment which is safe, well-organised and conducive to learning so that all children are able to reach their full potential.
- To have, and maintain high expectations of pupils' behaviour and learning, maintaining a good standard of discipline through positive relationships, well-focused teaching and the implementation of the school behaviour policy.
- To uphold the highest standards of communication with colleagues, children and their families.
- To work collaboratively with wider colleagues and external professionals.
- Report to parents on the needs and progress of their children.
- To carry out any other duties assigned by the Head Teacher.

### Teaching and Learning:

- To plan and deliver a broad, balanced, relevant and engaging curriculum, which is progressive and builds on prior learning, in line with school policy.
- Develop effective lesson plans which provide equity for all, with relevant support and challenge and a view to creating independent learners.
- Use both formative and summative assessment to adapt planning, set targets, assign intervention as well as to track and report on progress.
- Maintain good practices and implement changes in accordance with developments in educational theory and practice.
- To promote a love of reading and prioritise the need to learn to read so that children can read to learn.

### Professional Development

- To engage fully with the Performance Management process, in line with school policy.
- To take ownership of your own professional development, engaging fully in directed tasks and sourcing any training which you feel may be relevant to your role.
- To contribute to the school process of self-evaluation and development.

**This job description may be amended at any time, following discussion with the Head Teacher and will be reviewed annually.**

Signed: \_\_\_\_\_ Date: \_\_\_\_\_



Class Teacher			
QUALIFICATIONS		Essential	Desirable
1	Qualified Teacher Status	*	
2	Additional qualification in SEND or willingness to undertake further study in SEND education		*
3	Evidence of safeguarding training	*	
EXPERIENCE			
1	Demonstrable experience in teaching within a SEND environment	*	
2	Experience in a leadership role		*
3	Experience in developing and implementing SEND strategies and working with multiagency teams		*
PERSONAL QUALITIES AND PROFESSIONAL VALUES			
1	Passionate advocate for inclusive education and an understanding of diversity in educational settings	*	
2	Resilient, with a positive outlook and ability to adapt to change	*	
3	Commitment to continuous professional development and reflective practice		*
4	Approachable and empathetic, with well-honed interpersonal skills	*	
5	Creative thinking and ability to innovate SEND strategies		*
6	Sense of humour and ability to remain calm under pressure	*	
7	A high level of commitment and enthusiasm	*	
8	High expectations of standards and behaviour, rooted in fairness and consistency	*	
9	Well organised, with the ability to be flexible	*	
10	Motivated to play an active part in all aspects of school life	*	
KNOWLEDGE AND SKILLS			
1	Comprehensive understanding of the SEND Code of Practice and current legislation	*	
2	An understanding of safeguarding procedures	*	
3	An understanding of the implications of equal opportunities	*	
4	An understanding of inclusive practice	*	
SKILLS			
1	Ability to create a purposeful and stimulating learning environment	*	
2	Ability to make warm, caring and respectful relationships	*	
3	Strong leadership skills with the ability to motivate and support a diverse team		*
4	Ability to communicate with pupils clearly, sensitively and with understanding	*	
5	Proficient in planning, delivering, and evaluating personalised learning programmes		*
6	Ability to use a range of strategies to ensure consistent behaviour for learning	*	
7	Ability to use a range of monitoring and assessment tools to accurately assess pupil progress and to inform future planning	*	
8	Excellent written and verbal communication skills for a range of audiences	*	
9	Ability to make effective use of resources, trips and other opportunities to motivate all pupils	*	

