

SOUTHFIELD SCHOOL

Candidate Information Pack **SEND TEACHER**



Introduction

Southfield School are seeking to appoint a highly motivated Teacher, with SEN experience, who would love the opportunity to make an impact on the teaching and learning at Southfield School. This vacancy arises from the school's ongoing expansion.

Contract Type

Permanent

Start Date

As soon as possible, Easter or September 2026

Closing Date

Friday 20 March 2026 (for September start)

Southfield School reserves the right to interview and appoint candidates on receipt of applications before the closing date.

Interview date

To be confirmed

Hours

Term Time only

32.5 hours a week- Monday to Friday

Salary

£41,075 - £52,490 FTE plus SEN allowance

Grade

M4 – UPS 3 (depending on experience)

Teacher - Recruitment Advertisement

Southfield is a primary school for approximately 100 pupils with Learning Difficulties, which include, Autism, Speech Language and Communication Needs, Global Developmental Delay, and other conditions.

Admissions are via the Local Authority, and the present criteria is that children are accessing learning approximately 50% below their chronological age. We follow the EYFS and Key Stage 1 National Curriculum and adapt these to meet the individual interests and needs of our pupils. We do this through a 3 Phase curriculum that is presently being developed. Priority is given to communication, self-regulation, independence and functional Literacy and maths. We use a wide range of approaches and strategies to support learning, including multi- sensory communication, social stories, TEACCH and Hertfordshire Steps. We also work with a range of professionals, from advisers in the Local Authority to Therapists and social care colleagues. Access to sporting and creative arts organisations, provide a range of enhanced learning opportunities, both in school and the local area.

Southfield is going through a period of rapid and exciting change, that you could be part of. It is a journey of challenge, in the pursuit of excellence, but one that provides huge rewards both personally, in your professional development and when you see the difference you make to the lives of our young people and their families.

Recruitment will be in line with our Safer Recruitment Policy and online searches may be conducted.



Teacher – The Role

We are seeking to appoint a highly motivated Teacher, with SEN experience, who would love the opportunity to make an impact on the teaching and learning at Southfield school. The successful candidate will work in small classes of children who are not yet working at age related expectations. All pupils have an EHCP, which often states a diagnosis of Autism and associated Speech, Language and Communication needs. Children may demonstrate challenging behaviours. Southfield school is ambitious and committed to the personal development of all staff. There are excellent opportunities for high-quality CPD, and we are keen to support you in your development. In return, you will benefit from working with a dedicated team of staff focused on delivering outstanding learning. You will be actively encouraged to give your input, as we make significant improvements within the school. Visits to the school for potential candidates are warmly welcomed. Please contact the School Office to book an appointment.



About You

You will be committed to raising standards and be in pursuit of excellence in all that you do.

You will be passionate about enabling every child to fulfil their potential and committed to teaching. Candidates who are innovative, really understand the children, help to engage them in learning, have excellent behaviour management strategies and who are willing to take part in the overall life of the school are strongly encouraged to apply.

Teacher – Person Specification

The Person Specification is a picture of the skills, knowledge and experiences needed to carry out the job. It will be used in the shortlisting and interview process for this post.

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Career Development	<ul style="list-style-type: none"> • Qualified teacher status • Evidence of further professional development in issues related to special educational needs and learning disabilities 	<ul style="list-style-type: none"> • An additional qualification relating to SEN e.g. ASD, Dyslexia, sensory needs • Skilled Early Years Practitioner • Hertfordshire Steps trained
Experience	<ul style="list-style-type: none"> • Minimum of 2 consecutive years in one Special School • Knowledge of commonly used resources to support pupils with a range of special educational needs • Able to use a range of augmented communication e.g. signing, intensive interaction, communication aids, objects of reference • Experience working with a multi professional team including speech and language therapists and physiotherapists • Experience in EHCP annual review process • Experience of writing Individual targets 	<ul style="list-style-type: none"> • Taught SEN in both mainstream and Special schools • Taught across Stages Reception/Nursery, KS1 &2 • Experience of using a range of interventions • Experience in the use of sensory diets/circuits • Experience of safeguarding
Personal Qualities	<ul style="list-style-type: none"> • Aims for excellence • Open minded • Creative problem solver • Able to motivate others • A reflective practitioner • Child focused • Resilient • Meets deadlines • Team player and leader 	<p>Interests outside school</p> <ul style="list-style-type: none"> • A sense of humour • Keen to continue learning

	<ul style="list-style-type: none"> • Ability to work in partnership with families, the Governing Body, staff, relevant agencies and the local community 	
Leadership and Management	<ul style="list-style-type: none"> • High Expectations of pupil achievement and attainment • Knowledge of current legislation and developments in SEN education and the wider educational field • Ability to use ICT confidently • Effective communication skills both in writing and speech • Can motivate and encourage participation of children of differing abilities • Ability to contribute to the wider life and ethos of the school 	<ul style="list-style-type: none"> • Leadership experience e.g. team, subject, key stage
Curriculum	<ul style="list-style-type: none"> • Proven ability in the implementation, modification and development of a curriculum for pupils who have Learning Difficulties. • Knowledge and experience of using SEN assessment approaches • An awareness of the importance of carrying out effective observation, assessment and record keeping, and ensuring that adequate records are kept of the individual children's progress, and that information is used as the basis for planning the curriculum 	<ul style="list-style-type: none"> • Experience of extra-curricular activities • A good understanding of positive approaches to behaviour management. • Up to date knowledge on effective curriculum practices and teaching pedagogy
Relationships	<ul style="list-style-type: none"> • To have experience of and commitment to, home school links and the value of strong relationships for children and adults alike • Understands ethical issues in sharing information when working in partnership • Know how to build an effective Team • Know when to seek additional support and advise 	<ul style="list-style-type: none"> • Experience of collaborating with local authority consultants and outside advisors/organisations

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. The duties may be varied to meet changed circumstances in a manner compatible with the post held, at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way in which the member of staff is expected and required to perform and complete the particular duties as set out above.

Letter from the Headteacher

Are you bored with life? Looking for a new challenge? Have a desire to work in an environment where you can make a 'real' difference to the lives of young people? If so, Southfield School could be the place for you.

We are a family with approximately 100 pupils. No two students are alike, and no two members of staff are alike. Our pupils all have challenging communication difficulties/ASD and associated conditions.

Our school vision is to support all children, so they thrive during their time at Southfield School and are prepared socially, emotionally and academically for their next steps in education. Collaboration with parents and carers and the entire multi-disciplinary team who support our students is vital and key to our success.

Everyone plays a part in the future of our students with staff skills being utilised in order that we have a huge range of expertise. Everyone makes a difference to the lives of our students and families.

We are looking for like-minded, resilient staff who are passionate and who can work in a team.

If you have yet to find what it is that you were meant to do with your life – Southfield School may be what you have been searching for.



Angela O'Rourke

Headteacher



A Bright Future for ALL

OUR VISION AND VALUES

