

This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/ or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006.

<b>Job Title:</b>	Lead Teacher of SEND Unit
<b>Grade:</b>	M3 – UPS3 plus SEN Allowance
<b>Salary:</b>	From £37,101 to £51,048 plus SEND allowance (value dependent on experience)
<b>Responsible to:</b>	Head of School
<b>Responsible for:</b>	SEND Support Staff
<b>Key Relationships/ Liaison with:</b>	Head of school, School Office Manager, SENDCo, SEND Unit Support Staff
<b>Job Purpose:</b>	<ul style="list-style-type: none"> <li>• Manage the SEND unit to ensure high-quality teaching and learning for all pupils</li> <li>• Oversee the provision and support for pupils with additional and complex needs within the unit, ensuring inclusive practice across the school</li> <li>• Work collaboratively with the Senior Leadership Team to drive improvement, promote inclusion, and ensure the highest outcomes for all children</li> <li>• Line-manage specialist support staff within the specialist provision</li> </ul>
<b>Occupational Standards:</b>	Qualified teacher status
<b>Main Duties and Responsibilities</b>	
<ul style="list-style-type: none"> <li>• Develop and maintain an inclusive, nurturing and aspirational learning environment for all pupils within the unit</li> <li>• Lead the planning, delivery and evaluation of a personalised curriculum for pupils with a range of special educational needs and disabilities (SEND)</li> <li>• Plan and prepare each lesson to ensure that each pupil's barriers to learning are created for allowing them to make progress towards individualised learning outcomes.</li> <li>• Effectively deploy teachers and teaching assistants supporting lessons to ensure every pupil receives an excellent education.</li> <li>• Ensure effective identification, assessment and progress tracking of all SEND Unit pupils</li> <li>• Work closely with class teachers, teaching assistants and external agencies to ensure a co-ordinated approach to meeting pupils' needs</li> <li>• Provide professional leadership, support and training for staff working within the Unit</li> <li>• Liaise with parents, carers and other stakeholders to develop positive relationships and ensure effective communication</li> <li>• Promote the school's ethos, values and high expectations for all pupils</li> <li>• Monitor and evaluate the pupil outcomes, using data to inform planning</li> </ul>	

- Ensure all statutory requirements for SEND provision are met, and maintain up-to-date knowledge of relevant legislation and guidance
- Contribute to the strategic development of SEND provision across the school
- Ensure safeguarding and child protection policies are implemented effectively within the SEND Unit
- Manage challenging behaviour always using the school's behaviour policy and model of approach.
- To lead EHCP Annual Review meetings and complete paperwork related to the review process

Person Specification		
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified teacher status (QTS)</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant professional development in SEND or inclusion</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Successful teaching experience, including with primary-age pupils with SEND</li> <li>• Experience of leading or co-ordinating provision for pupils with additional needs</li> <li>• Experience of working collaboratively with families, staff and external agencies</li> </ul>	
Knowledge / Skills	<ul style="list-style-type: none"> <li>• Excellent knowledge of current SEND legislation, guidance and best practice</li> <li>• Ability to plan and deliver high-quality, differentiated lessons</li> <li>• Strong understanding of assessment and progress tracking for pupils with complex needs</li> <li>• Excellent interpersonal and communication skills</li> <li>• Ability to lead, motivate and develop a team</li> <li>• Knowledge of effective safeguarding and child protection procedures</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• High expectations for all pupils and belief in inclusive education</li> <li>• Commitment to upholding and promoting the ethos and values of the school</li> <li>• Ability to work under pressure and prioritise effectively</li> </ul>	

Person Specification		
	Essential	Desirable
	<ul style="list-style-type: none"><li>• Resilient, approachable and empathetic</li><li>• Commitment to promoting equality, diversity and inclusion</li><li>• Commitment to maintaining confidentiality at all times</li></ul>	