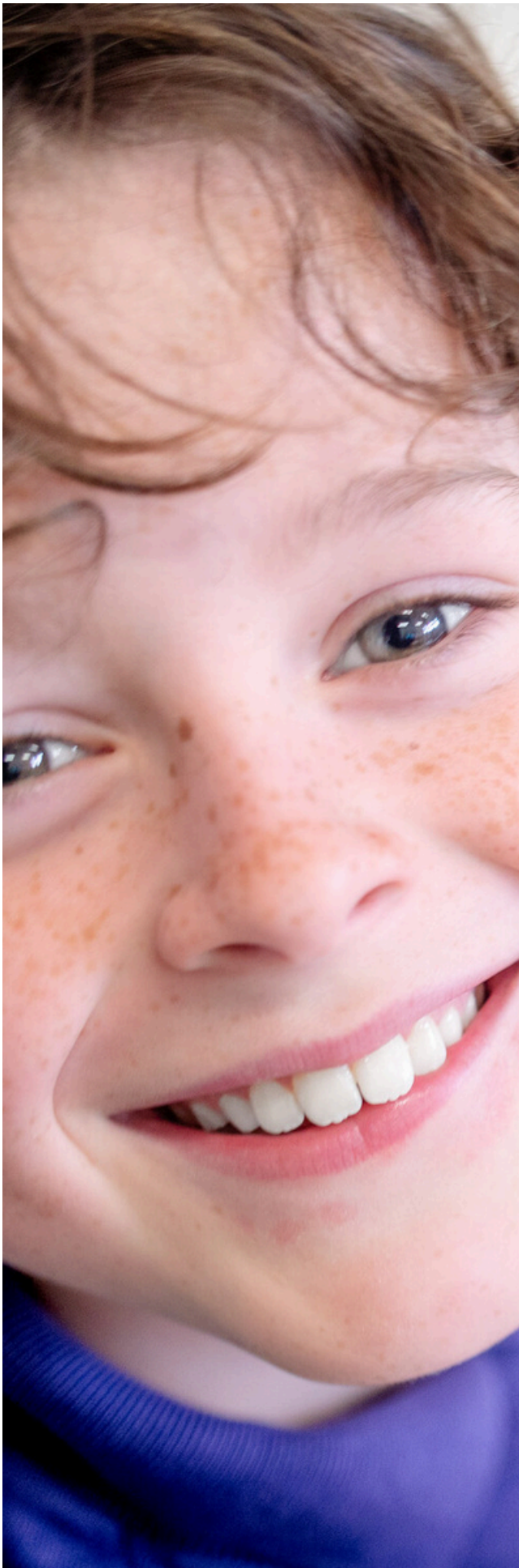


SEND Class Teacher Recruitment Pack





WELCOME

We are looking to recruit a SEND class teacher with passion and enthusiasm to lead the provision in our SEND unit for children with complex autism and severe learning difficulties.

Lavender Primary School has a big heart. It takes care of its community and is a warm, welcoming place of learning. The school provides a nurturing and highly personalised learning environment where every pupil is supported to achieve their full potential. We are incredibly proud of our inclusive approach which enables all pupils with SEND to thrive. As a respected school within our Trust, our staff are deeply committed to providing exceptional educational experiences. If you have a passion for SEND and the Inclusion Agenda, you will fit right into our dedicated team making a genuine difference to the lives of children every day.

LAVENDER PRIMARY SCHOOL

Lavender is a special place – enjoyment and challenge are at the heart of all we do. We believe that every child is unique and we aim to nurture and inspire them in a safe, secure and stimulating environment. We are committed to giving each child the best education, creating a love of learning and a curiosity about the world around them.



**Care, Honesty,
Determination,
Respect,
Responsibility and
Appreciation**

“This is a friendly and highly inclusive school where everyone is valued and diversity is celebrated. Staff and pupils appreciate the dedicated pastoral care the school provides. There is a calm and nurturing atmosphere in lessons, where pupils behave well and can focus on their learning without disruption.”

~ Ofsted, May 2025

KEY INFORMATION

Age range:

2 to 11

Location:

Enfield, North London

School type:

Academy converter
Ivy Learning Trust

Pupils on roll:

473

Children eligible for FSM:

20.7%

2025 KS2 results:

62% achieved expected
standard (combined)

Ofsted:

Good, May 2025



“Pupils play happily together at playtime and enjoy the range of activities on offer. They love coming to school every day and attendance is high.”

~ Ofsted, May 2025

Our Values

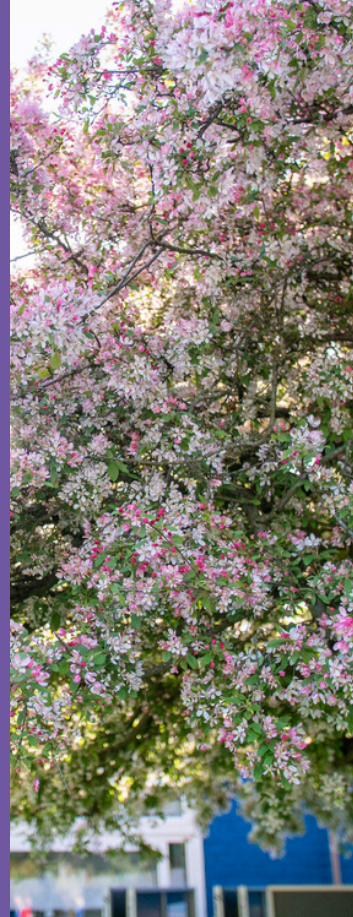
Ivy is a charity and our purpose is to provide education for the public benefit.

At Ivy, we make it easy to make a difference:

 Easier to Learn.

 Easier to Teach.

 Easier to Lead.



Ivy Learning Trust is a family of schools dedicated to giving children a great education. We formed our Trust in 2017 with two Enfield primary schools, Brimsdown and Lavender, in order to formalise the already close working relationship between them. We now have a network of 17 primary schools across North London and Hertfordshire.

This collaboration has enabled our community to benefit from the expertise and talents at each joining school, with leaders sharing successful techniques and innovations. Staff enjoy better access to CPD programmes and opportunities to develop their careers. We are a supportive community, dedicated to ensuring that no one is left behind and that everyone benefits from being part of our Trust.

OUR SCHOOLS



17

Schools

*All Good,
Outstanding or
Expected Standard+*

SCHOOL	LOCATION	JOINED	OFSTED
1. Lavender	Enfield	2017	Good (2025)
2. Brimsdown	Enfield	2017	Good (2023)
3. Churchfield	Enfield	2018	Good (2022)
4. Eastfield	Enfield	2018	Good (2022)
5. Larkspur	Hertfordshire	2018	Good (2023)
6. Walker	Enfield	2019	Good (2023)
7. The Wroxham	Hertfordshire	2019	Good (2024)
8. Woodside	Hertfordshire	2020	Good (2025)
9. Crabtree Infants	Hertfordshire	2021	Outstanding (2024)
10. Crabtree Junior	Hertfordshire	2021	Outstanding (2023)
11. Peartree	Hertfordshire	2022	Good (2025)
12. Martins Wood	Hertfordshire	2022	●●●●●● (2025)
13. Watchlytes	Hertfordshire	2022	●●●●●● (2025)
14. Round Diamond	Hertfordshire	2023	Outstanding (2025)
15. Windhill21	Hertfordshire	2024	Outstanding (2025)
16. Richard Whittington	Hertfordshire	2024	Good (2019)
17. De Bohun	Enfield	2025	Good (2020)

**Schools inspected since joining Ivy.*

WORKING AT IVY



“

Staff are overwhelmingly proud to be part of the school community. Regular training helps staff stay sharp and keep ahead of the game. Senior leaders do much to look after staff's wellbeing.

~ Ofsted, Crabtree Junior, 2023

”

When you join Ivy, you'll have access to a comprehensive range of benefits, designed to support your career progression and wellbeing. As a Trust, we offer an inclusive work environment, recognise and reward excellence, encourage creativity and support ongoing professional growth.



Employee Assistance Programme with access to free counselling, mental health and financial support



Professional development with defined careers pathways and paid study leave



Tax free childcare scheme and admissions priority for the children of school employees



Pension scheme



National pay in line with STPCD



Flexible working available



Cycle to work scheme



Discounted gym membership



Occupational health service

JOB DESCRIPTION

Overall Purpose of the Post:

- To plan, resource, assess learning as set out in the school curriculum policies and in line with statutory guidance.
- To observe and monitor pupil progress, maintain records, adapt provision and seek advice where needed.
- As the class teacher of our SEND unit, to develop best practice in regards to teaching children with complex autism.

Main Duties and Responsibilities:

- To adhere to the DfE Teacher Standards and follow school policy and procedures.
- To promote and support teaching and learning as set out in the Teaching and Learning Policy and other school guidance and policy.
- Ensure a warm, welcoming and safe environment is created and maintained.
- To manage and direct the additional adult support within the unit in order to maximise children's learning and development.
- To impact in a positive and enthusiastic way on the staff team, being a fully integrated member of the whole school staff.
- To communicate effectively and positively with families and the wider school community.
- To ensure effective transition by maintaining good records and ensuring that they are passed on.
- For Main Pay Scale teachers: to contribute to an area of whole school development in line with the school's strategic vision.
- To be committed to own professional development.
- Specific duties may change at the discretion of the Headteacher and within the conditions of your employment.
- To manage Google Classrooms / remote learning where necessary (training can be given).
- To undertake any other reasonable duties as directed by the Headteacher.

JOB DESCRIPTION

All Staff Will:

- Promote equality of opportunity.
- Follow safeguarding guidelines and child protection policy / procedures.
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management / appraisal.
- Promote positive attitudes and behaviour.
- Be committed to achieving the Trust values.
- Promote the Trust in the community.
- Work in partnership with all colleagues including the Trust Board / LGBs.
- Support Codes of Professional Ethics / Safe Practice in the Staff Handbook.
- Have regard for and act in accordance with Health and Safety policy / practice.
- Celebrate success of pupils and staff.

The post holder shall ensure that the duties of the post are undertaken with due regard of the Trust's policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.

The job description should not be viewed as a comprehensive description of the post. 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 those in a position of authority to undertake work of a similar level that is not specified in this job description.
- Work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children.

PERSON SPECIFICATION

Criteria	Requirements
Qualifications	<ul style="list-style-type: none">• Degree and Qualified Teacher Status.• Demonstrate commitment to own further professional development.• Further professional qualifications / CPD relevant to this post.• NPQ qualification or commitment to undertake a relevant NPQ within the first 3 years.• Knowledge of recent developments in education / a good understanding of the national picture in education.
Experience	<ul style="list-style-type: none">• Experience of teaching pupils with SEND /complex autism.• Understanding of how children learn and aspirational expectations for their achievement.• Able to motivate others to close gaps in learning and achievement.• Experience of accelerating progress of all pupils in a classroom environment.• Demonstrate experience of reflecting on and improving their own teaching to increase achievement.• Experience and commitment to developing positive partnerships with parents, colleagues within the school and the Trust and the wider community.
Skills and knowledge	<ul style="list-style-type: none">• Principles and practices of effective personalised teaching and learning to meet the needs of children with complex SEND.• Maintain a safe learning environment, ensuring the safety and wellbeing of pupils is prioritised.• Able to identify gaps in teaching and learning.• Ability to support and guide quality first teaching through effective professional development.• Able to write engaging and progressive curriculum plans.• Up to date knowledge of the primary curriculum.

PERSON SPECIFICATION

Criteria	Requirements
	<ul style="list-style-type: none">• Up to date knowledge of assessment for learning strategies.• Up to date knowledge of SEN teaching approaches.• Up to date knowledge of innovative teaching using IT to promote learning and accelerate progress.• Evidence of innovative practice to influence the engagement of children.• Demonstrate how you have personalised and adapted the curriculum to ensure access for all.• Expect and promote high standards of behaviour.• Able to understand and use data to inform teaching and learning.• Good understanding / experience of inclusion.• Able to plan and deliver good to outstanding lessons.• Knowledge and understanding of the factors and interventions which support high attainment for all pupils.• Knowledge of the SEN code of practice.• Understanding of the importance of and commitment to promoting Equal Opportunities for all children.
Personal qualities	<ul style="list-style-type: none">• Excellent classroom practitioner.• Good communication, planning and organisational skills.• Flexible, innovative and creative.• Excellent subject knowledge, especially in Literacy and Maths and Early Years curriculum.• Act as a role model to staff and pupils.• Self-motivation to drive own workload, continually improve standard and strive for excellence.• Passion and belief in the potential of every pupil.• Able to motivate and inspire others.• Enthusiastic and positive.• Commitment to school and Trust ethos.• Ability to maintain a high standard of performance, professionalism and a sense of humour while working under pressure.

DETAILS AND TIMELINE

Contract Type:

Permanent, Full-Time

Salary:

£37,870

Closing Date:

24 June 2026

Interview Date

W/C 29 June 2026

Our Policies:

[Privacy Notice](#)

[Code of Conduct](#)

[Recruitment](#)

[Safeguarding](#)

Lavender Primary School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced disclosure and medical checks.

Visits to the school are welcome. Please get in touch to arrange a visit or speak with the Headteacher:

020 8363 1058

office@lavender.enfield.sch.uk

