



Job Description
SEN Teacher

Contract type: Full-time permanent

Work Hours: 38.5 Hours per week

Reporting to: Headteacher

Location: Serenity School

Responsible to: Headteacher

This is an exciting opportunity to contribute to the development of a high-quality, inclusive provision for children with Special Educational Needs (SEN). The SEN Teacher will work closely with the Headteacher, SENDCo, and multi-disciplinary teams to provide a nurturing, structured and engaging learning environment that supports each child's holistic development and unique needs.

Key Responsibilities

Teaching and Learning

- Plan and deliver inclusive, engaging and differentiated lessons within the framework tailored to children with a range of SEN.
- Develop and implement individualised learning plans and EHCP targets in collaboration with SENDCo and therapists.
- Use multisensory and structured approaches to support communication, cognition, and emotional development.
- Provide a language-rich, safe, and supportive environment that encourages learning through play and exploration.
- Monitor and assess progress, maintaining accurate records to inform planning and reporting.

Classroom Management and Environment

- Maintain a positive, consistent, and structured classroom environment tailored to children's needs.
- Implement appropriate behaviour management and emotional regulation strategies for pupils with complex needs.
- Ensure a high standard of health, safety, and safeguarding in all aspects of classroom practice.

Collaboration and Partnership

- Work closely with teaching assistants, therapists, and external professionals to deliver joined-up support.
- Engage with parents and carers as partners in their child’s development, providing regular communication and support.
- Contribute to annual reviews, assessments, and team meetings to evaluate progress and next steps.

Person Specification	Essential	Desirable
Qualifications		
Bachelors Degree holder	✘	
Qualified teacher with PGCE, QTS or recognised equivalent status. Evidence of further recent professional development Relevant SEN training and qualifications	✘	✘ ✘
Unqualified Teachers will be considered based on years of relevant work experience.		✘
Experience		
Will have had some experience of teaching pupils with additional needs or SEND. in an environment through trainee placements or FT employment	✘	
Best practice in delivery of teaching to pupils with complex special needs	✘	
Best practice in delivery of the curriculum subject	✘	
Delivery of education to pupils with one or more of the following: speech and language difficulties, learning difficulties, autism	✘	
Curriculum subject content for examination levels	✘	
Delivery of the curriculum subject to an excellent standard	✘	

Professional Knowledge and Understanding		
A sound knowledge and understanding of the National Curriculum		✘
An understanding of the National Literacy and Numeracy Strategies as well as the SEND Strategy	✘	
An understanding of curriculum and pedagogical issues relating to learning, teaching and assessment	✘	
Familiarity with Standardised Attainment Tests	✘	
Understanding of and commitment to the school policies, in particular: <ul style="list-style-type: none"> • Participation and implementation of the School Behaviour Policy • Awareness of Health and Safety implementation in the workplace • Implementation of the school Equal Opportunities Policy 	✘	
Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with FSM, PP & SEN	✘	
Familiarity with writing and delivering effective Individual Education Plans for pupils with SEN		✘
Professional Skills and Abilities		
A teacher with sound ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching	✘	
Must be able to plan lessons for all the pupils in a class, setting clear learning intentions and differentiated tasks	✘	
Must be able to keep records of pupil progress in line with school policy	✘	
Must be able to use assessments of pupils learning to inform future planning and specific intervention	✘	
Ability to plan and work collaboratively with colleagues.	✘	

Personal Qualities		
Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	✘	
A teacher with a flexible approach to work who enjoys being a good team member	✘	
Must have good communication skills both orally and in writing	✘	
Must be able to manage own workload effectively	✘	
Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✘	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✘	
To practice equal opportunities in all aspects of the role and around the workplace in line with policy	✘	
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✘	

Responsibilities will be rotated periodically to provide professional development and to enable preparation for promotion. This job description will be reviewed annually.

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment. All employees are expected to understand and promote equality and diversity in the course of their work.

SAFEGUARDING CHILDREN

Serenity School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and uphold all relevant procedures.

I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.

Name:

Signature:

Date: