



Gladstone Primary Academy



Gladstone Primary Academy

Application Information Pack

SEND Class Teacher



Working together to transform lives through education



Principal's Welcome



Dear Applicant,

Thank you for considering a position with us at Gladstone Primary Academy. We are excited to share our vision for a vibrant and multicultural learning community where every child is happy, feels valued, and experiences success.

At Gladstone, you will be part of a dedicated team that contributes to a stimulating and challenging environment. Our aim is to foster confidence and eagerness to learn among our pupils, and every role in our academy is vital in helping the children realise their potential and achieve great things.

As a valued member of our academy community, you will work closely with parents and carers to ensure that every child receives the support they need. This partnership enhances the educational experience and builds a supportive network for both our pupils and their families.

Our academy is part of Thomas Deacon Education Trust (TDET), which offers valuable opportunities for collaboration with its other academies and partnerships throughout Cambridgeshire. You'll be able to share expertise and best practice with a network of professionals, exchanging ideas and supporting each other's growth. As well as providing enriched education for our pupils, this integrated approach offers opportunities for your own development.

In addition to professional opportunities, you can expect an aspirational atmosphere with dedicated colleagues and supportive leadership. We value input from all team members and encourage a culture of open communication and shared goals.

We are excited to welcome you to Gladstone Primary Academy. Together, we can provide the best possible start to every child's education and lifelong learning journey.

If you have any questions or would like to arrange a visit, please do not hesitate to contact me.

Warm regards,

Mr Simon Martin | Principal

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Job Description

Job Title	SEND Class Teacher - Explorer Provision
Reports to	SENDCo
Line management of	Gladstone Gateway Team
Salary/Grade	MPS / UPS
Date Last Evaluated	May 2026
Core Purpose	To carry out the duties of a class teacher, delivering high-quality provision for pupils with SEND, while leading and supporting room leads to plan and deliver effective teaching across three high-needs classrooms, ensuring consistent practice so all pupils are supported and challenged to achieve their full potential. Participate as appropriate in extra-curricular enrichment for the benefit of pupils.

Key Responsibilities

- Participate, as appropriate, in pastoral care arrangements to ensure all pupils are well known and supported.
- Promote and embody an aspirational culture in relation to both the processes and outcomes of education.
- Follow school policies and procedures and contribute to their review and development.
- Take responsibility for up to 18 pupils with complex learning difficulties and ASD across three pathways.
- Plan, deliver and assess personalised lessons that meet the full range of pupils' needs and pathway outcomes.
- Set personalised learning goals for each pupil, informed by their long-term EHCP outcomes.
- Implement a range of evidence-based interventions (e.g. Attention Autism, Intensive Interaction) within daily teaching practice.
- Guide and motivate pupils to enable full participation in school life and maximise individual potential.
- Create a positive, well-organised and stimulating learning environment matched to pupils' needs.
- Work closely with parents, external agencies and the wider community to support pupils' academic, social and pastoral development.



- Prepare for and support the SENCo with EHCP reviews and associated external agency documentation.
- Provide clear and constructive feedback to pupils and parents on progress and achievement.
- Monitor the quality of teaching and learning across the Gladstone Gateway.
- Record, track and assess pupil progress, using outcomes to inform planning and targeted intervention.
- Model outstanding classroom practice and support the development of others through coaching and guidance.
- Effectively deploy and manage support staff to ensure high-quality provision.
- Adhere to the school's policies, risk assessments and systems to ensure safe and effective practice.
- Lead and motivate staff through consistently high standards of professional conduct and integrity.
- Actively participate in all aspects of school life to enhance educational opportunities for pupils.
- Promote inclusion, recognising and supporting individual differences to ensure equal access to learning.
- Support behaviour management and pastoral care systems across the Gladstone Gateway

General Responsibilities

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Create and maintain positive and supportive relationships with staff, parents, business, community and other stakeholders.
- Be aware of the School's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times.
- To engage with appropriate training opportunities to promote professional effectiveness in this role.
- Participate in the ongoing development, implementation and monitoring of the Trust and Academy Improvement Plans.
- To treat all information acquired through employment, both formally and informally, in strict confidence.
- To be aware of the school's responsibilities under the General Data Protection regulations (GDPR) for the security, accuracy and relevance of personal data held on such systems and



ensure that all processes comply with this.

- Be aware of and comply with policies and procedures relating to child protection, reporting all concerns to the Designated Safeguarding Lead.
- Be aware of and comply with the codes of conduct, regulations and policies of the Trust and Academy and its commitment to equal opportunities.

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with Academy approval.

Note: Every job description in the organisation will be subject to a review either:

- On an annual basis at the time of the annual appraisal meeting, or
- As a result of a change in strategic direction, or
- As a result of a team/operational requirements, or

It is the shared responsibility of the post holder and their manager to ensure that the job description is kept up to date.



Person Specification

Attribute	Essential or Desirable	Assessment
Qualifications		
Qualified Teaching Status	E	A
Degree in relevant subject(s)	E	A
Child Protection and Safeguarding Training	D	A
First Aid Certificate	D	A
SEND Qualification	D	A
Knowledge & Understanding		
Subject(s) and the EYFS curriculum to be taught, at a level and breadth sufficient to challenge	E	A/I/L
The National Curriculum including new Literacy and Numeracy strategies	E	A/I
Effective teaching and learning styles, including the theory of practice of meeting the needs of all children	E	A/I/L/R
Monitoring, assessment, recording and reporting of student progress	E	A/I
Statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection	E	A/I
Assessment tools such as the engagement model, cherry garden and PKS Standards.	E	A/I
Effective strategies for working with students with Special Educational Needs, including more able and talented students.	D	A/I
Recent, relevant curriculum developments in a range of areas and their impact on teaching and learning	D	A/I
Ability to deliver interventions around attention autism and intensive interaction	D	A/I
Experience working with autistic students	D	A/I
Inprint and Widget as communication tools	D	A/I
Skills & Abilities		
Promote a positive and inclusive Academy identity for all students	E	A/I
Establish a purposeful learning environment where all pupils feel secure and confident	E	A/I/L
Set high expectations for all students and demonstrate a commitment to raising educational achievement	E	A/I/L/R
Plan and implement an effective teaching programme, including the assessment of all students, creating appropriate records	E	A/I



Inspire and enthuse children by creating high-quality learning opportunities and use effective strategies to monitor and promote student motivation and morale	E	A/I/L/R/
Effectively deliver a range of inclusive teaching and learning strategies to maximise progress and achievement and offer equality of access to the curriculum for all students, including students with Special Education Needs, with English as an Additional Language, and more able and talented students	E	A/I/L/R
Use ICT effectively as an integral part of teaching and learning	E	A/L
Organise own work effectively to meet deadlines, including student assessment and provision of reports to parents, the Leadership team and other internal and external stakeholders	E	A/I/R
Build effective relationships with colleagues and to be an active team member within the Academy	E	A/I/R
Establish and develop good relationships with students, parents and external organisations	E	A/I/R
Manage difficult situations and deal with sensitive issues tactfully and diplomatically	E	A/I
Experience		
Delivering student-centred learning with a SEND provision/class	E	A/I/L
Planning, designing and delivering schemes of work to national specifications	E	A/I/L
Delivering lessons using ICT and multi-media, including interactive SMART boards	D	A/I/L
Personal Commitment		
Demonstrate and adhere to TDET and Academy's Core Values.	E	A/I
Commitment to equality and diversity in the workplace.	E	A
Adhere to GDPR guidelines and the Academy's internal procedures.	E	A
Adhere to the Academy's Safeguarding and Prevent policy and procedures.	E	A/I
Adhere to TDET's Health and Safety policy and procedures.	E	A

Assessment methods

A – Application I – Interview T – Task/Activity L – Lesson Observation
R – References



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