



Job Pack

**Maternity Cover - SEN Teacher of Special
Needs - The Grove**



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May 2026

Dear Applicant,

I am delighted that you have chosen to apply for a post with SEARCH Education Trust. We are a family of schools focused on positively transforming the lives of our students! We believe passionately in the power of 'stronger together'.

The SEARCH Education Trust is founded upon the following principles:

- **Subsidiarity** - the Central Trust performs only those functions which are better undertaken together to improve quality, efficiency and sustainability;
- **Empowerment** – of schools and young people to overcome the disadvantages resulting from background, personal circumstances or characteristics; helping them to become leaders and courageous advocates of justice, fairness and equity;
- **Autonomy** – which is aligned and accountable within a framework of shared understanding and which balances freedom and independence, with unity of purpose;
- **Resilience** – the ability to adapt and recover quickly from challenging situations and see problems as opportunities to build something better;
- **Community** – a focus on people working together for the good of each other, celebrating difference and diversity and seeing the humanity which unites us all;
- **Honesty** - the quality of being open and transparent which enables good listening, fosters mutual trust and supports good decision making.

This form part of our SEARCH vision which is at the heart of our community, provides a space within the wider education system where schools can come to work together, to grow and flourish.

I have been a proud member of the trust for 14 years and am excited to now have the privilege of leading our group of strengthening and growing schools.

Choosing the SEARCH Education Trust means making the choice to be part of an evolving, ambitious and supportive Trust where you are valued, encouraged and can develop your talents whatever they may be and be looked after in your journey. We look forward to receiving your application.

Yours Faithfully

Mrs Elen Roberts
Executive Headteacher & CEO
For and on behalf of SEARCH Education



Job description

Post	SEN Teacher of Special Needs for The Grove
Grade	Main / UPS Pay Scale + SEN 1 (Inner London rate) with potential TLR2A for English Lead
Contract	Maternity Cover
Hours	Full time
Location	Haringey

Purpose

To work as a teacher at The Grove for students with moderate to severe autism with related learning difficulties, supporting students to develop effective communication skills, independence and functional academic skills

Principal Accountabilities

The successful candidate will have:

- To carry out duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document
- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment across the school in all areas of learning
- To support inclusion opportunities throughout the school
- To effectively line manage a class team ensuring a nurturing, calm and purposeful classroom environment
- To effectively assess individual needs, develop and maintain educational and pastoral support plans for pupils with complex needs
- To uphold and support others to deliver high quality autism practice
- To build strong links with pupils and their families
- To contribute to the effective working of the school
- To effectively support pupils in developing independence in all areas of their learning and development, including off site activities.
- To undertake other tasks or responsibilities as directed by the head teacher.

Main Activities and Responsibilities

- The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.

The internal organisation, management and operation of the school

To contribute to:

- Maintaining and developing the ethos, values and overall purposes of the school
- Implementing the Trust's policies, especially on Equality and Diversity and Local Governor policies, with particular reference to safeguarding and Health and Safety
- The carrying out of routines and duties within the school
- The school's Performance Management policy, participating in continuing professional development as required.



Subject Development

To contribute to:

- Developing creative and inclusive schemes of work
- Developing and maintaining appropriate interventions which ensure that all pupils reach their potential
- Promoting whole school literacy and numeracy
- Contribute to the displays and presentation within the school
- The use of information on pupil progress to improve teaching and learning, to inform and motivate pupils and to inform parents
- The effective deployment of resources to ensure that the school provides excellent value for money
- The planning and delivery of our SEARCH ethos across the school
- Establishing common standards of practice and to develop the effectiveness of teaching and learning styles
- The development and delivery of extra-curricular and leisure activities.
- The responsibility for an area of learning across the school

Relationships

- To contribute to positive relationships across the school community
- To build positive links with the Governing Body as required
- To help in maintaining and developing effective communications and links with parents and to provide positive responses to concerns and problems regarding their children's educations and wellbeing
- To assist liaison with other educational establishments in order to promote the continuity of learning and progression
- To develop and maintain positive links and relationships with the community, local organisations and employers.

Please note that there is flexibility in the approach to achieving our shared vision for this school and that the above specification is not definitive or exhaustive.

All staff may be expected to carry out other duties at the request of the Head Teacher.

Candidates should have a proven record of:

- Success in their teaching within the context of special education – specifically autism education.

The successful candidate should have:

- A passion for providing opportunities for all pupils to reach their potential within a genuine community environment
- An inclusive approach to education

Key Organisational Objectives

The postholder will contribute to the SET objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.



- At all times operating within the Trust’s Equalities policies, demonstrating commitment and contribution to improving standards of attainment.
- Adopting Customer Care and Quality initiatives.
- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned.

Safeguarding Children

SET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

Conditions of Service

Governed by the National Agreement on Pay and Conditions of Service, supplemented by local conditions as agreed by the Trust.

Special Conditions of Service

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions and are expected to disclose such information at the appointment interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application, prior to taking up post they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate, the nature of such convictions.

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the Trust Equalities policies.

Date signed:

Signature of postholder:

Name of postholder:

Person specification

	Essential	Desirable
Qualifications		
Qualified teacher status.	✓	
Evidence of further study or training within the field of Autism.		✓
Further study or qualifications in SEND		✓
Experience		
Experience teaching a class within an autism setting	✓	
Experience in delivering training to others related to SEND		✓
Experience of working with a class of students with complex autism	✓	
The ability to problem solve and think creatively, especially with regards to complex behaviours		
Skills		
Personal		
Ability to work effectively both as a team member and as a classroom leader.	✓	
Motivation to continually improve standards and achieve excellence.	✓	
Ability to reflect on your practice and develop as a professional.	✓	
Good working knowledge of relevant policies and procedures.	✓	
A willingness to share good practice and support the development of staff	✓	
Excellent communication skills (written and verbal)	✓	
Excellent organisational skills.	✓	
Understanding of the issues around safeguarding vulnerable children	✓	
An empathetic approach to working with students with highly complex needs.	✓	
An understanding of how communication affects people with autism.		✓
A good understanding of autism and how it affects individuals.	✓	
A good understanding of a range of tools and techniques that can be used in educational and therapeutic settings to support the needs of these students effectively, ensuring their development and ability to manage their autism with dignity and independence	✓	
A good understanding of assessment for learning and methods of formative and summative assessment	✓	
A determination to ensure that all students are given the chance to succeed	✓	



Ability to work autonomously and creatively.	✓	
Ability to remain calm, problem-solve and work collaboratively in demanding situations.	✓	
Willingness to reflect on your own practice and develop as a professional and pursue professional development	✓	
Relations		
Ability to relate well to, and communicate with, children and adults.	✓	

IT Skills		
An ability to effectively use ICT to support teaching and learning.	✓	
Other		
Commitment to safeguarding and promoting the welfare of children and young people	✓	
Commitment to equal opportunities.	✓	
A commitment to upholding the vision and values of the school	✓	



The Grove School, part of the SEARCH Education Trust, is committed to safeguarding and promoting the welfare of our students and young people. The successful applicant will therefore be required to complete checks in line with the requirements of Keeping Children Safe in Education with regard to DBS and other pre-employment checks. We encourage applications from all sectors of the community to reflect our diverse student population.

SEN Teacher of Special Needs for The Grove

Salary: MPS/ UPS + SEN 1 with potential TLR2A for English Lead

Contract: Full Time

Location: Haringey

Contract Term: Maternity cover

Start Date: September 2026

- Are you looking for a new career challenge?
- Do you relish at being able to transform lives for young people with autism?
- Do you want to be part of a newly established SEN school?
- Do you love learning and developing your knowledge?

If the answer is yes, then read on.....

We wish to appoint a teacher with an outstanding track record who is ambitious and ready for an exciting new challenge. The post will be working with youngsters with complex needs arising from their autism.

The Grove is a successful, Special School opened in September 2018, which meets the needs of pupils aged 5 to 19 on the autistic spectrum. We opened our doors to 42 pupils in 2018 and now oversubscribed with 112 on roll. We are in a newly refurbished school which has been designed around our pupils and offers specialist facilities to support our curriculum.

As a member of our team you will be part of the development and planning process. If you relish in being able to make your mark with innovative and creative practice and you are excited about making a real difference then this role will provide you with the scope to achieve this.

The post holder will be responsible for leading a class of pupils, teaching the full curriculum based on the primary model and ensuring there are high quality and effective learning opportunities for all pupils. Class sizes are small and our experienced teams offer support with a collaborative approach to teaching. The post holder will also be expected to work closely with our multi-disciplinary teams and lead a team of learning support assistants.

The successful candidate will be required to:

- Have previous experience of working within an Inclusive team;
- Teach a flexible teaching style
- Work within the curriculums as adopted within special schools;
- Have previous experience of teaching in an Autism-specific environment;
- Work closely within the school team;
- Have a passion for Autism Education and the Inclusion Agenda;
- Have experience of completing SEN assessments and differentiated plans;
- Be able to undertake specialist teaching on a 1:1, small group and whole-class basis;
- Be a motivational teacher for all abilities ensuring learning is engaging and inclusive;
- Work within and contribute to the school community;



- Have a commitment to an integrated, therapeutic approach and ethos;
- Be very flexible and adapt quickly to change

We are happy to offer school based tours or can chat with you over Zoom. Please email or call the school on 020 3876 6555 or office@thegroveschool.co.uk

You can access our prospectus on our website at www.thegroveschool.co.uk

Application packs can be downloaded from the school website: www.thegroveschool.co.uk

Completed application forms should be submitted on MyNewTerm by **10 a.m. on Monday 1st June 2026.**
Interview date TBC.

NB: Please note that CV's or incomplete application forms will not be considered. Only those that are shortlisted will be contacted by the school. Applications may be considered whilst the posts are being advertised. Search Education Trust reserves the right to close adverts earlier than the stated deadline. We advise early applications are submitted.