



CAREER OPPORTUNITY

SEND Teacher in Charge (Autism) & SENDCo

Inclusion as an act of love, a matter of justice, and a professional responsibility.

“At Burrough Green,
inclusion is not a provision
— it is who we are.”

Every child is known by name, valued for who they are, and supported to flourish as a full member of our school community.

Rooted in a strong Christian ethos, we believe education should enable every child — without exception — to live life in all its fullness.

We are a school where dignity, kindness and aspiration sit side by side with ambition, challenge and joy in learning.



Woven into the heart,
never sitting alongside.



The 'Alongside' Model (Traditional Placement)

- Defined by where children learn.
- Focuses on lowering barriers by narrowing opportunity.
- The ERB operates as a siloed, separate entity with distinct routines.

The Burrough Green Way (Inclusion as Culture)

- Defined by how children experience school.
- Focuses on removing barriers without capping aspiration.
- ERB routines, curriculum, and transitions are deeply embedded in the daily life and shared language of the mainstream school.

The Opportunity

This is not a standard SEND provision role. As the Teacher in Charge of the Enhanced Resource Base (Autism), you will be the architectural lead for a culture rooted in dignity, respect, and equity.

You will ensure inclusion is visible in daily routines, shared language, and classroom practice.

Purpose of the Role

This role exists to remove barriers, not lower expectations; to adapt provision, not narrow opportunity.

You will lead provision for pupils with an EHCP and a primary diagnosis of Autism, ensuring they experience a deep sense of belonging, access an ambitious curriculum, and develop profound joy in learning.

Your impact. In this role, you will:

Create a deep sense of belonging and safety for every pupil in the ERB.

Drive an ambitious, well-sequenced curriculum that never caps aspiration.

Champion independence, communication, and profound resilience.

Architect smooth, thoughtful transitions between ERB and mainstream provision.

Ensure support leads to meaningful participation and strong long-term outcomes over time.

Your leadership will ensure that SEND is integral to whole-school improvement, not an add-on.

Dual Leadership: Strategist and Practitioner

ERB Leadership

Strategic and operational leadership of the Autism Resource Base. High-quality adapted teaching, targeted interventions, and deploying expert staff to maximize pupil participation.

Mainstream SENDCo

SEND identification, leading statutory processes, driving the assess-plan-do-review cycles, and evaluating the impact of inclusive practice across all mainstream classrooms.

The Ecosystem:

A seamless, holistic environment where expertise flows freely between the ERB and the main school. You hold an agreed teaching responsibility that anchors you in lived classroom practice.



SECTION — CORE RESPONSIBILITIES

The rigorous frameworks, partnerships, and practices that turn our moral purpose into daily reality.

Core Responsibilities (1/4): Curriculum, Teaching & Learning

1. Ambitious Adaptation

Lead high-quality teaching that enables access without capping aspiration. Align ERB provision with whole-school expectations and individual EHCP outcomes.

2. Evidence-Informed Intervention

Oversee targeted, outcome-focused therapeutic and communication approaches. Ensure pupils experience success, challenge, and progression.

3. Foundation of Excellence

Champion the SEND Code's emphasis on high-quality teaching, ensuring additional support builds upon—not replaces—strong classroom practice.

Core Responsibilities (2/4): Assessment, Impact & Outcomes



Rigorous Cycles

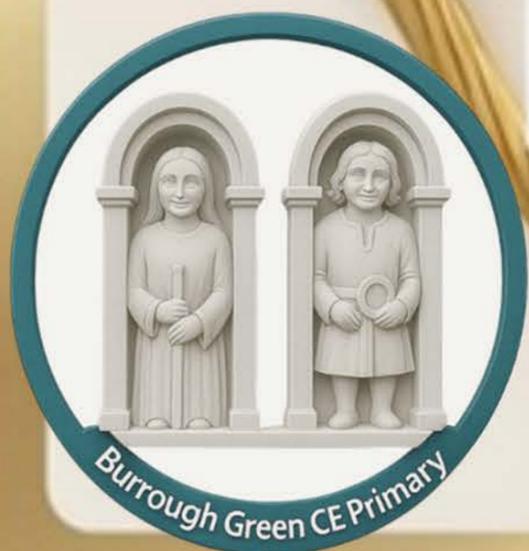
Lead the assess-plan-do-review cycle with rigour and deep care for the individual child. Analyse information to continually refine practice.

Meaningful Tracking

Ensure assessment systems purposefully track progress over time across academic, social, emotional, and developmental domains.

Statutory Excellence

Coordinate and quality-assure Annual Reviews and EHCP documentation. Ensure evidence clearly demonstrates outcomes, rooted in the child's lived experience.



Core Responsibilities (3/4): Partnership with Families



True Partnership

The SEND Code places families at the centre; we go further. We see parents and carers as true partners and the ultimate experts in their children.

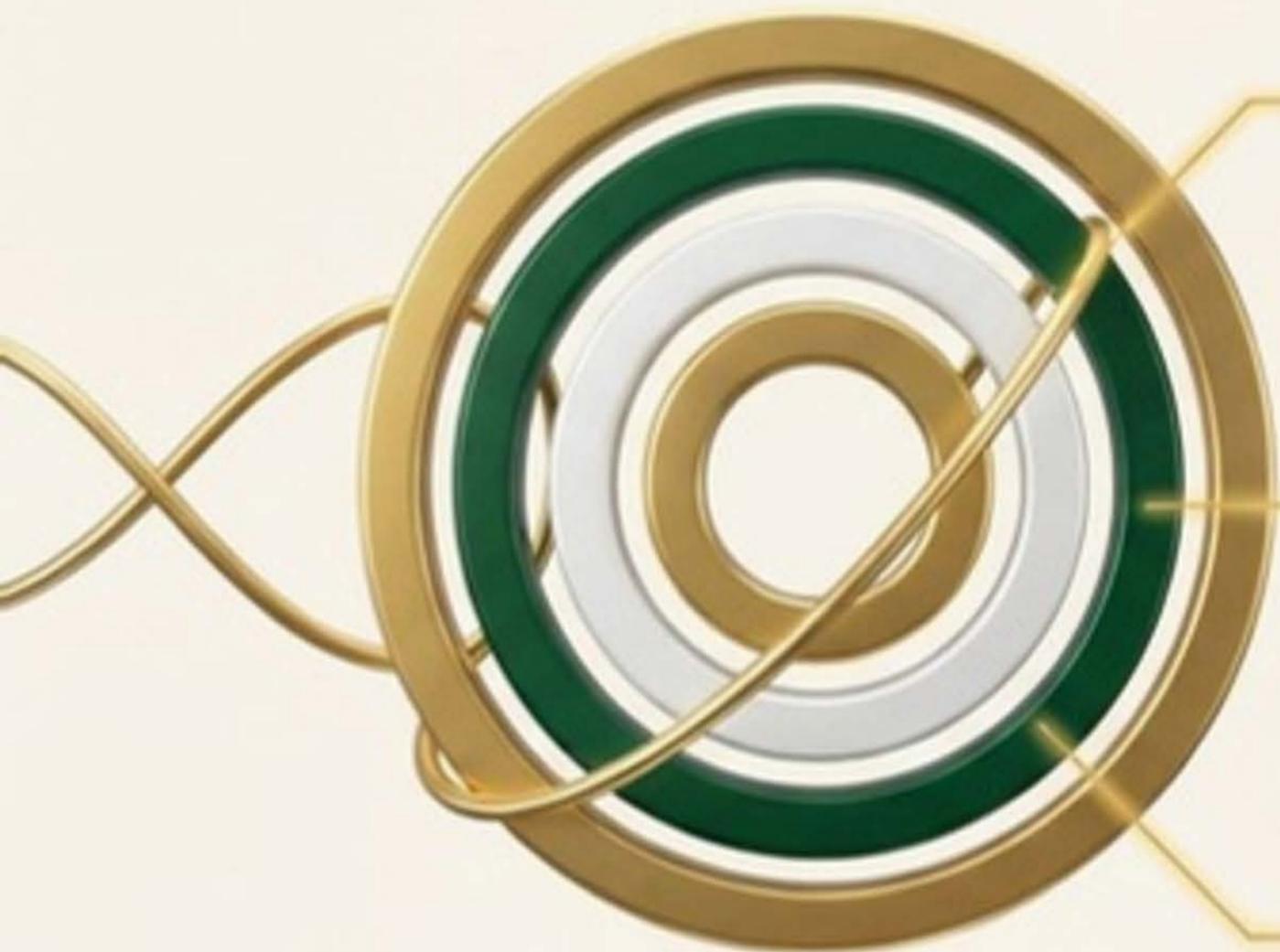
Building Trust

Work closely with families, building unshakeable trust through openness, compassion, and crystal-clear communication so they feel truly heard and respected.

Multi-Agency Leadership

Act as the authoritative, collaborative point of contact for the Local Authority and specialist external services.

Core Responsibilities (4/4): Developing People & Resources



Team Coaching

Lead and develop the ERB staff team through continuous professional dialogue, direct coaching, and targeted development.

Shared Understanding

Build a pervasive, shared understanding of Autism, inclusive practice, and high expectations across all mainstream staff.

Strategic Resource Deployment

Advise senior leaders on delegated budgets and resources. Guide every decision with a single question: 'Does this improve outcomes and quality of experience for pupils?'

Who we are looking for.

The Mindset

You are a practitioner who believes inclusion is a way of being, not a place. You hold high expectations alongside deep compassion, and you want to make a lasting difference to children, families, and communities.

The Expertise

You combine technical SEND and Autism expertise with deep humility. You are a confident leader, capable of shaping culture, driving whole-school improvement, and skillfully guiding other adults.



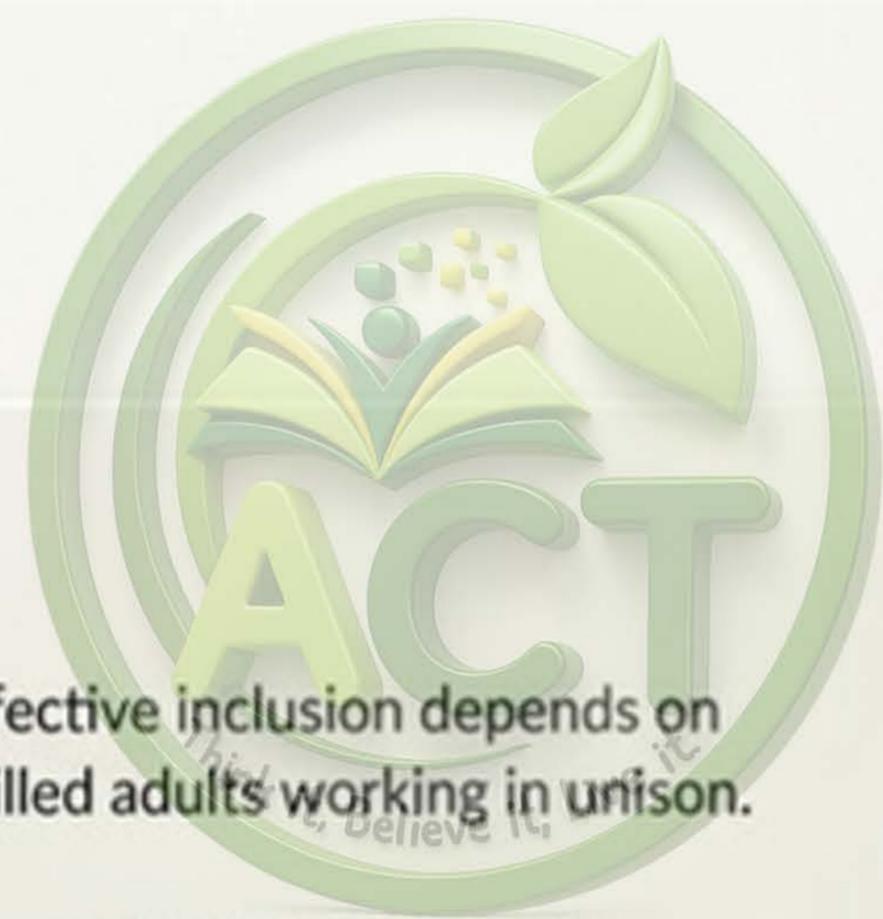
The Ecosystem of Care

Burrough Green CE Primary Academy is a warm, nurturing, and ambitious school. We celebrate difference. We are deeply proud of our Christian values of compassion, respect, and service, and our belief that high expectations and deep care go hand in hand.

As part of ACT Multi Academy Trust, you are backed by a family of schools that places inclusion, safeguarding, and equity at the centre of its moral purpose—investing heavily in your sustainable leadership and professional learning.



Leading the Ecosystem of Care



Effective inclusion depends on skilled adults working in unison.

You will act as the crucial nexus point—building trust through openness, aligning multi-agency collaboration, and leading the ERB staff team through continuous professional dialogue.

Why ACT and Burrough Green?

We are supported by a Trust that places inclusion, safeguarding, and equity at the center of its moral purpose. We invest deeply in people, professional learning, and sustainable leadership.

Values genuinely matter here. Leadership is principled and human. Challenge is welcomed and handled with kindness. We believe in high challenge and low threat — a culture where people feel safe, respected, and purposeful.





Think it. Believe it. Live it.

If you believe that every child deserves to belong, to be challenged, and to be supported to flourish, we would be delighted to hear from you.

Apply now to lead the Enhanced Resource Base at Burrough Green CE Primary Academy.