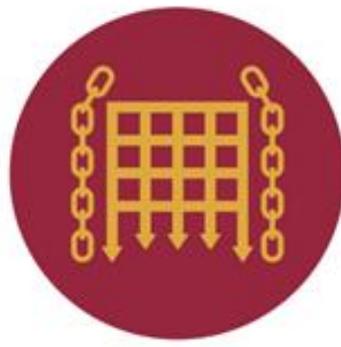


**CARE**  
**ASPIRE**  
**INCLUDE**



# SEND TEACHER

*Join Us*

The Romsey School  
Greatbridge  
Romsey  
Hampshire  
SO51 8ZB

01794 512334  
[jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)  
[www.romsey.hants.sch.uk](http://www.romsey.hants.sch.uk)

**#WEAREROMSEY**

# Key Information / Gateway Trust

## We have one role available.

The Teacher of SEND Teacher role is suitable for both ECT and Experienced teachers.

### The Position

<b>Post Title:</b>	<b>Teacher of SEND</b>
<b>Academy:</b>	<b>The Romsey School</b>
<b>Pay Range:</b>	<b>Main/Upper Pay Range</b>
<b>Line Manager:</b>	<b>Assistant Headteacher (SEND &amp; Inclusion)</b>
<b>Team:</b>	<b>SEND Team</b>
<b>Year Group:</b>	<b>KS3 / KS4 pupil working at KS1 / 2 Level</b>
<b>Start Date:</b>	<b>September 2026</b>
<b>Closes:</b>	<b>9am 13<sup>th</sup> April 2026</b>
<b>Final Interview:</b>	<b>TBC</b>
<b>School Visit</b>	<b>Contact HR to arrange</b>

### HR Administrator - Applications & Procedure

Hazel Hampton:	<a href="mailto:jobs@gatewaytrust.org">jobs@gatewaytrust.org</a>
	01794 517527



[www.gatewaymat.org](http://www.gatewaymat.org)

*'If you have the knowledge, let others light their candles in it' - Margaret Fuller.*

The Gateway Trust was established in 2019 and is a small multi academy trust consisting of two Secondary Schools, five Primary Schools and Gateway Central Services, including Little Sunlights nursery. It is a trust looking to grow and develop, focussed on making a difference to the unique communities that each school / setting serves.

As the trust grows and develops, opportunities to work across settings may become available. This particular post however is based at The Romsey School.

For your reassurance, whilst we enjoy the freedom of Academy status for our school settings, we tend not to deviate significantly from STPCD and Hampshire terms and conditions. We are always very happy to answer any further questions that you may have at any stage of your application to come and work with us.

The Gateway Trust is built on strong values, with a collaborative approach to positively impact young people and communities. While each of our schools maintains its unique identity, we work together to provide support, guidance, and leadership to ensure excellence

Gwennan Harrison-Jones  
CEO- Gateway Trust

# The Romsey School



Greatbridge, Romsey  
Hampshire  
SO51 8ZB  
Tel: 01794 512334  
Email: [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)



**11-16 Comprehensive School**

## **SEND Teacher**

**Full Time**

**MPR/UPR**

**Permanent contract**

**Required from September 2026**

Are you passionate about making a real difference in the lives of young people with Special Educational Needs and Disabilities?

Do you believe in inclusive education, high aspirations, and personalised learning? If so, we would love to hear from you.

We are seeking a dedicated and enthusiastic SEND Teacher to join our Resource Provision/SEND Department, working closely with the Assistant Headteacher (SEND & Inclusion) to ensure all learners make excellent progress academically, socially, and against their EHCP outcomes.

While the role involves teaching KS3 and KS4 pupils, most students are currently working at a KS1–KS2 level. You will therefore need the ability to deliver engaging and effective lessons appropriate to these stages.

### **About the Role**

As a SEND Teacher, you will play a central role in supporting learners across the school's Resource Provision. You will deliver high-quality teaching, create tailored learning plans, collaborate with colleagues and external agencies, and contribute to the wider life of our thriving community school.

This is a rewarding role within a supportive environment where every young person is valued and championed.

### **Key Responsibilities**

#### **Teaching & Learning**

- Plan and deliver effective, engaging lessons and learning experiences aligned to national SEND guidance.

- Set assignments, projects, tests and undertake continuous assessment, marking and reporting.
- Work collaboratively with colleagues to coordinate and adapt lessons to meet individual needs.
- Organise and develop learning resources suited to pupils' abilities and interests.
- Use a variety of teaching strategies, group work, practical activities, demonstrations and more to motivate and inspire learners.

### **Pastoral & Behaviour**

- Participate fully in the school's pastoral programme.
- Establish high expectations for behaviour, creating a safe, respectful environment where pupils take pride in their work.
- Oversee pupil behaviour logs and contribute to positive behaviour support strategies.

### **SEND & Inclusion**

- Create bespoke plans for learners with EHCPs and monitor progress against outcomes.
- Liaise with parents, carers, senior staff and external agencies regarding pupil progress, wellbeing and safeguarding.
- Coordinate sessions with OT, CAL and other specialist services, ensuring effective monitoring and recording.
- Keep up to date with national curriculum developments and SEND policy.

### **Professional Responsibilities**

- Attend meetings, parent evenings, and CPD/inset training.
- Maintain accurate records including registers, attainment data and reports.
- Contribute to departmental schemes of work, resources and curriculum development.
- Deputise for the Assistant Headteacher (SEND & Inclusion) when required.

### **Wider School Contribution**

- Participate in community activities aligned with the ethos of the school.
- Support extra-curricular clubs, events, trips and enrichment opportunities.

### **What We are Looking For**

- A committed practitioner with a passion for SEND and inclusive education.
- Strong communication and teamwork skills.
- The ability to differentiate and personalise learning effectively.
- A reflective, resilient practitioner eager to grow and develop.
- Someone who is dedicated to safeguarding and promoting the welfare of children and young people.

### **We Offer**

- A supportive leadership team committed to staff wellbeing.
- Opportunities for professional growth and SEND specific training.
- A warm, inclusive school culture with a strong community ethos.

- The chance to make a transformative impact on the lives of young people.

**Join us and help shape brighter futures for our learners.**

If you are interested in this position, we would love to hear from you. For further information or to arrange a visit, contact: Donna Page on [dgpage@theromseyschool.org](mailto:dgpage@theromseyschool.org) Please submit your application as soon as possible as we reserve the right to interview exceptional applicants before the closing date.

To apply, please see <https://mynewterm.com/jobs/137239/EDV-2026-RS-94904> to submit an application online.

The Gateway Trust is an equal opportunity employer and is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and Disclosure and Barring Service.

Closing date: 9am 13<sup>th</sup> April 2026  
Interviews: TBC

# Job Description – SEND Teacher

- Area:** Resource Provision/SEND Department
- Responsible to:** Assistant Headteacher (AHT) of SEND and Inclusion
- Responsible for:** Ensuring learners in the Resource Provision make good progress in academic subjects and against their EHCP outcomes. To work collaboratively with all areas of SEND as directed by the Headteacher and in line with the local and National policies and the aims of the school.
- Principal Purpose:** To participate fully in the teaching and support of SEND students within the school and other duties as appropriate, as reasonably directed by the Headteacher.

- 1 To carry out the duties of a teacher as outlined in National agreements.
- 2 To assist the Headteacher in delivering the school's policy in respect of legal, moral and educational obligations placed upon it by Education Acts.
- 3 To further the school's aims and objectives.

## **Your duties as a SEND Teacher will include:**

- Set assignments, projects and tests, plan appropriate and effective lessons, carry out continuous assessment and mark pupils work, all within the Curriculum for Excellence national guidance for SEND pupils.
- Keep up to date with changes and developments to the national teaching curriculum.
- Work with the colleagues to plan and coordinate lessons.
- Organise learning resources suitable for the pupils in your care.
- Run practical activities using a variety of learning and teaching strategies.
- Motivate your pupils using group work, demonstrations, experiments and play.
- Provide a safe and healthy environment and follow safeguarding procedures.
- Attend meetings, parent evenings and teacher training programmes.
- Facilitate and attend outings, after school clubs, school social activities, school trips and sports events.
- Take responsibility for the academic progress of each pupil.
- Consciously set expectations for pupil discipline and behaviour at school.
- Create a learning environment that pupils respect and motivate them to take pride in their work and achievements.
- Encourage pupils to research topics.

- Encourage pupils to research topics, helping and supporting them as required.
- Admin work, including the register, updating records, and writing attainment reports.
- Set, mark and grade homework, record completion and individual pupil progress.
- Participate in training and development sessions at the school, partner schools or other training organisations.
- Liaise with senior teaching staff, parents or carers in relation to progress, behaviour, child protection and health.

**Specifically:**

- (a) To participate in the school's pastoral programme.
- (b) To work within agreed school and department policy guidelines regarding teaching, record keeping and assessment of pupils.
- (c) To teach and support throughout the age and ability range, creating bespoke plans for learners with EHCPs.
- (d) To attend various school meetings as required within directed time.
- (e) To participate in relevant INSET activities and review from time to time methods of teaching and programmes of work.
- (f) To participate in the development of schemes of work and resource materials for the department.
- (g) To participate in cross curricular links within the school.

**Resource Provision Specific duties and responsibilities**

- Deputise in the event of absence of the Assistant Head Teacher.
- Ensure sessions are monitored and recorded.
- Oversee pupil behaviour logs.
- Co-ordinate OT, CAL and other outside agency sessions. Ensure sessions are monitored and recorded.
- Oversee pupil behaviour logs.

**Community activities**

To contribute and promote community activities within the ethos of the Community School.

**Extra-Curricular activities**

To contribute to the programme of extra-curricular activities taking responsibilities for groups or events as delegated by the Curriculum Leader.

Individuals have a responsibility to promote and safeguard the welfare of children and young person's that they are responsible for, or come into contact with.

## **School Teaching and Learning Ethos:**

### **Our Mission**

Our lived experience of compassionate excellence means that we aspire, care and include. These values result in young people who are inspired, confident and fulfilled. Students leave our school ready to rise to the challenges of their future.

**We Aspire** - to inspire confidence, ambition and a desire to go further than others might think is possible.

**We Care** - to be able and willing to help, nurture and support both ourselves and each other.

**We Include** – to appreciate our similarities and differences leading to a feeling of belonging.

# THE ROMSEY SCHOOL SENIOR TEAM

## WHY WORK WITH US?

### **Annie Eagle (Headteacher)**

Thank you for having an interest in coming to work at The Romsey School. Romsey School is a very special place. It is a place which prides itself on aspiration, on its exceptional Student Support, superb Teaching & Learning and on the highly effective relationships that we have across our community. Our culture is based on mutual respect and members of our community strive to be the best we can be every day. [This link](#) will give you more details about our school values and our curriculum intentions.



As you will learn, our overarching vision is that we deliver “Compassionate Excellence” for all our students through the values of “Aspire, Care & Include”. We aim to ensure that our youngsters leave our school confident, inspired and fulfilled, ready to rise to the challenges of their future.

We hope that after reading this pack you will be excited about applying to become part of the continuing success that is The Romsey School. We are a great team, looking for likeminded people to join us. If you would welcome an initial discussion about this role and/or a tour of the school, please contact HR via [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

### **Chris Cove (Deputy Headteacher)**

The Romsey School is a place that lives its Values; Aspire, Care & Include. The staff are incredibly supportive and strive to ensure that students are successful in all aspects of school life. They do this through creating a safe and engaging environment for students to learn whilst ensuring they develop both academically and personally both in and out of the classroom. The Senior Leadership Team are excellent at nurturing staff whilst driving the school forward with an aspiration to create a world class education for our students. I look forward to meeting you and welcoming you to The Romsey School in the near future.



### **Chris Stephens (Deputy Headteacher)**

Working at Romsey is incredibly rewarding because the school truly embodies a ‘High Challenge, Low Threat’ ethos, creating an environment where both staff and students can thrive. Our students are a joy to work with, they are enthusiastic, approachable, and eager to learn, which makes every day fulfilling. I also greatly value the strong culture of professional development here; the support I’ve received has enabled me to grow in my career and take on exciting new opportunities.



### **Alison Clarke (Assistant Headteacher – Pupil Premium & Personal Development)**

I love the shared excitement at Romsey, finding out what works, what makes students and staff motivated to achieve, and most importantly to be happy. Romsey is an inclusive school where teachers and support staff of all career stages are excited about the learning and outcomes in the classroom and beyond. We enjoy working in our school because members of the community are valued and nurtured, feeling a sense of belonging where they can work and grow in an inclusive and supportive environment.



### **David Fawcett (Assistant Headteacher – Teaching & Learning)**

Having worked in a number of schools around Hampshire, The Romsey School is a place where both student learning and staff development are front and centre of its drive towards being exceptional. The spirit around the campus is infectious with both students and adults hungry to learn and improve. The school has such a community feel. It is a place where students shine, and staff meticulously develop their craft, working in synergy to be the best they possibly can be. The Romsey School is special and unique, full of opportunities, full of talent, and a place where working with our strong leadership team can help move our school beyond what can be imagined.





**Donna Page (Assistant Headteacher - SEND, Diversity & Inclusion)**

If you are looking for a supportive team, amazing children and a lovely location - Romsey is the place for you. When I researched job opportunities and then interviewed, I was so excited by the vision of 'aspire, care, include' and I still am. It's not just 'lip-service' of a vision, it is what we do, what we believe and how we run our school.

**Adam Bettiss (Assistant Headteacher - Behaviour, Safeguarding and Attendance)**

Romsey is a school that is genuinely at the heart of the community it serves and not just in the physical sense. We Aspire, Care and Include in equal measure and the care shown by the student support team for our entire community (parents, pupils and staff) is second to none. It is this unrelenting desire by all staff to support each and every pupil to reach and exceed their potential that gets me through my lengthy commute each day.



**Nick Chafer (Senior Leader)**

I've been here for 27 years and the main reason why I love it so much? The people and the community. Working here is a joy and allows you to develop a whole spectrum of skills to really make a difference. As a school we have continually evolved, and we are all pushed to constantly ask ourselves if we could be doing things better. The Senior Leadership Team at Romsey is a creative and supportive one. We have a strong focus on empowering all colleagues to develop and evolve teaching and learning and we believe in improving, not proving. As a group we have challenging and also creative conversations, along with lots of laughs.



**Simon Lawrenson - Associate Assistant Headteacher**

Having been part of The Romsey School community for the past nine years, I feel incredibly proud to work in a place where students and staff are genuinely supported to grow and thrive. My role gives me the privilege of overseeing attendance, leading our Year 7 cohort, working closely with Upper School Progress Leaders, and championing our culture and diversity work. What inspires me most is the shared commitment across the school to creating an environment where every student feels valued, included, and motivated to succeed. Romsey is a special place—full of energy, ambition and heart—and it's a joy to contribute to a community where people truly belong.



*N.B. The current senior team's roles and responsibilities are available on request.*

## EXTRA APPLICATION INFORMATION

### **Safer Recruitment**

Gateway Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

### **Data Protection Data Protection Act 1998.**

You should be aware that the information you have provided will be stored on Gateway Trust/The Romsey School secure database and will only be used to process your application. It will not be passed to any other organisation.

### **Privacy Notice**

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the school to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the Schools website for further details on their privacy notice and data protection policy.

You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

### **Receipt of Application**

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the HR Department on [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

### **Selection Procedure**

The shortlist will be drawn up soon after the deadline. Further details will be sent to those candidates called for interview. Failure to send your application form to the above address may invalidate your application.

### **Equality Monitoring**

All applicants are requested to complete a Confidential Equality monitoring form.

# The Romsey Charter

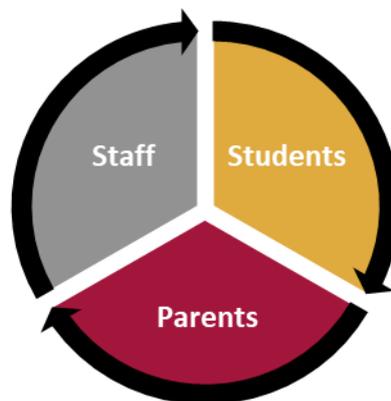
Our lived experience of '**Compassionate Excellence**' means that we **aspire**, **care**, and **include**. These values result in young people who are **inspired**, **confident**, and **fulfilled**. Students leave our school ready to rise to the challenges of their future.

## All members of our community have the RIGHT:

- To feel and be safe in their working environment
- To be treated fairly, with respect and without prejudice
- To have a voice, to be listened to and to be included
- To deliver and receive a high quality education
- To be encouraged to explore, develop and flourish
- To be able to make mistakes and to have the chance to learn from them
- To be able to ask for, receive and offer support

## All members of our community have the RESPONSIBILITY:

- To deliver our curriculum intentions for all learners
- To support students & guide them on how to improve
- To monitor pupils' wellbeing and to raise concerns
- To model standards and professionalism at all times
- To communicate respectfully with other staff, pupils & parents



- To meet the expectations for all Romsey Students
- To take care of our environment (local & global)
- To be honest and take responsibility for our actions
- To seek help and support from others as needed
- To communicate respectfully with other pupils, staff & parents

- To support their child in their learning, and the school in maintaining high standards
- To support and trust in the decisions made by the school staff
- To provide boundaries, model and encourage good behaviour
- To support their child in meeting the expectations for all Romsey Students
- To communicate respectfully with other parents, pupils & staff