







Rebuilding Confidence. Restoring Futures.

SEND Teacher

Help Young People Belong, Build Confidence and Achieve Growth

At The Sage School, we believe that every young person deserves to feel a sense of belonging, develop confidence in themselves and their abilities, and experience meaningful growth both academically and personally.

We are seeking an inspirational and dedicated SEND Teacher to join our growing team at The Sage School, our independent specialist school in March, Cambridgeshire. This is an exciting opportunity to work within a nurturing, child-centred environment where relationships matter, individuality is celebrated, and every success is valued.

-  **Location:** The Sage School, 19C Longhill Road, March, Cambridgeshire PE15 0BL
-  **Position:** Permanent – Full-time preferable, but Part-time and Flexible working will be considered
-  **Start Date:** September 2026
-  **Pay:** MPS (£32,916 - £45,352) or UPS (£47,472 - £51,048) dependent on experience

About Us

The Sage School supports young people whose educational journeys have been interrupted by anxiety, emotionally based school avoidance, and a range of SEND needs. Many of our pupils have experienced significant barriers to accessing education and may have lost confidence in themselves, their abilities, or in school environments.

Our pupils are often thoughtful, capable young people who benefit from patient encouragement, predictable routines, and trusted relationships. Through personalised education and therapeutic approaches, we help them re-engage with learning, rebuild self-belief, and experience success at their own pace.

Our values underpin everything we do:

- **Belonging** – Every pupil is valued, respected and supported to feel safe, connected and understood.
- **Confidence** – We empower pupils to believe in themselves, overcome challenges and celebrate success.
- **Growth** – We nurture academic, social and emotional development, enabling pupils to achieve their potential and prepare for the future.

About the Role

This role is ideally suited to a teacher who understands that progress often begins with connection. You will work with pupils who may initially find school environments overwhelming, who can be highly self-critical, and who benefit from reassurance, consistency and carefully scaffolded learning experiences.

Success in this role comes from creating classrooms where pupils feel secure enough to take risks, ask questions, rebuild confidence and rediscover enjoyment in learning. You will have the time and opportunity to develop meaningful relationships with pupils and celebrate the small but significant steps that lead to lasting progress.

Key Responsibilities

- Plan and deliver creative, differentiated lessons tailored to individual needs.
- Create a safe, nurturing and inclusive classroom environment.
- Support pupils with a range of SEND, SEMH and EBSA needs.
- Develop and implement personalised learning plans and contribute to EHCP reviews.
- Monitor and assess pupil progress, adapting provision to maximise outcomes.
- Promote positive behaviour through relational and trauma-informed approaches.
- Work collaboratively with families, colleagues and external agencies.
- Support pupils' personal development, wellbeing and preparation for adulthood.

About You

We are looking for someone who:

- Holds Qualified Teacher Status (QTS) or an equivalent teaching qualification (experienced UQTs will be considered)
- Has experience working with pupils with SEND and/or SEMH needs.
- Demonstrates excellent classroom practice and high expectations for every learner.
- Understands the importance of building trusting relationships with young people.
- Is committed to inclusive education and personalised learning.
- Shares our values of Belonging, Confidence and Growth.
- Is resilient, reflective and passionate about making a lasting difference.
- Recognises that some of the most significant barriers to learning are not always visible and understand how to support pupils who may present as withdrawn, anxious, hesitant or lacking in confidence.

Desirable

- Experience within specialist education, alternative provision or independent schools.
- Knowledge of EBSA and trauma-informed practice.
- Experience contributing to EHCPs and multi-agency working.
- Additional SEND qualifications or specialist training.


What We Offer


Many teachers join specialist settings because they want to spend more time teaching and less time managing systems. At The Sage School, you will have the opportunity to:

- Teach small groups where relationships and individual progress matter.
- Develop a deep understanding of your pupils and see the direct impact of your work.
- Enjoy greater flexibility and creativity in curriculum delivery.
- Be part of a school where wellbeing, belonging and meaningful progress are valued alongside academic achievement.
- Work with colleagues who share a commitment to personalised education and relational practice.
- Help shape and develop a growing independent specialist school from an exciting stage in its journey.
- High-quality professional development opportunities.

- Competitive salary.
- Flexible working hours

You will find further details on the role in the attached job description document.

 **You won't just be teaching - you'll be helping students rebuild their confidence, rediscover their potential, and take steps back into learning.**

 **Apply Today:** Complete the application form on MyNewTerm

 **Closing Date:** Thursday 25th June 2026, 4pm. Interviews will take place the week of the 29th June 2026.

 **Learn more at:** Website - www.sageeducationprovision.com
Facebook - <https://www.facebook.com/profile.php?id=61570279407000>
LinkedIn - <https://www.linkedin.com/company/sage-education-provision/>
Ofsted - <https://reports.ofsted.gov.uk/provider/27/152383>

The Sage School is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working with us in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture.

To ensure we recruit and retain the best talent, all new employees recruited will be subject to a 3 months' probation period at the start of their employment. This policy aims to assess new employees' alignment with our culture, teaching standards, and student needs. It is designed to foster success; with regular evaluations and support mechanisms in place, helping us to identify and nurture talent.

Applicants are thanked for their interest in The Sage School. We are unable to accept CVs.

If you require further details, would like an informal chat or visit the school before applying, please contact: Gemma Fulcher, Headteacher, The Sage School via email: gfulcher@thesageschool.co.uk or via telephone: 01354 572449