



Waulud Primary School  
Applicant Pack

SEND Class Teacher (Starting  
September 2026)





**WAULUD**  
PRIMARY SCHOOL

Waulud Primary School  
Waulud's Bank Drive  
Marsh Farm, Luton  
Bedfordshire LU3 3LZ

Tel: 01582 593469  
Fax: 01582 565151  
Email: [admin@wauludprimary.co.uk](mailto:admin@wauludprimary.co.uk)  
Website: [www.wauludprimary.co.uk](http://www.wauludprimary.co.uk)  
Headteacher: Mrs A Devereux

### **Job Advert: SEND Class Teacher – For a September 2026 start**

An exciting and new opportunity has arisen for an enthusiastic, committed and inspirational SEND Class Teacher to join our team and make a difference to every child at Waulud Primary School.

We are looking for an exceptional and dedicated SEND Teacher to develop and lead our Learning Bases, for children with Special Educational Needs and Disabilities (SEND). Our Learning Bases will support children with learning difficulties, providing a structured, nurturing environment where children can access personalised learning and develop both academically and socially. Access to the Learning Bases will be based on need rather than age, enabling children to benefit from a fully bespoke curriculum and within a fully integrated setting.

This is an exciting opportunity for a passionate teacher, committed to inclusive education and personalised support to lead and support these Learning Bases. The successful candidate will work closely with the Inclusion Manager, pastoral team and external professionals to ensure children receive high quality support and achieve positive outcomes both academically and emotionally.

Whether you are a qualified SENDCo or a teacher who is looking to complete their SENDCo qualification, if you are committed to championing inclusion for all and looking for an opportunity to support with developing and leading a new SEND classroom within our school, we want to hear from you.

#### **About the job**

Full time

Permanent/Fixed Term

Salary – MPR 3 to UPR 1

Start Date – September 2026

#### **About Us**

Waulud Primary School is a successful, welcoming and thriving two form entry school with a culture of high aspirations for all pupils and staff.

Everything we chose to do must have a positive impact on our children and help our school achieve its vision of “working together to provide a safe, inclusive learning environment where all our valued, respected and achieve their best”

Ofsted recognised that “the schools strong values provide children with a very nurturing, caring environment.”

Our children are given limitless opportunity to ‘Believe, Achieve and Grow’



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### About You

We wish to appoint someone who:

- Is a reflective and skilled teacher with a strong passion for supporting children with SEND
- Has experience working with children with complex needs
- Has knowledge and understanding of the Early Years framework
- Ability to create a nurturing, inclusive environment where children feel safe, valued and supported
- Sets high expectations for all, challenges, motivates, inspires and supports children to achieve their best
- Has a commitment to improving outcomes and opportunities for vulnerable learners
- Demonstrates consistently our shared vision, attitudes and values
- Has an approachable positive mind-set and be able to build strong relationships with pupils, staff, parents and the wider community
- Has a willingness to teach and offer rich learning experiences and value building self-confidence, resilience and a sense of well being
- Experience working in specialist provisions, nurture groups or alternative settings would be an advantage

**SENDCo or an experienced teacher with an interest in working with Children with SEND and looking for a new challenge.**

### About the role

As SEND Teacher and Learning Base Lead you will:

- Lead and Develop the learning bases to ensure high quality support for children with SEND
- Design and deliver adapted, high quality differentiated teaching for children with Moderate Learning Difficulties (MLD), Autism Spectrum Disorder (ASD), Speech Communication and Language Needs (SLCN), Social Emotional and Mental Health (SEMH) and Severe Learning Difficulties (SLD)
- Provide personalised interventions and targeted support programmes
- Continually assessing and adapting the approach to ensure every child thrives and is fully supported as they move into the next phase of their educational journey
- Provide high quality care, intervention and support to children to enable them to access education and achieve their full potential
- Work closely with the Inclusion Manager, pastoral team and external professionals to support children with complex needs in order to provide a bespoke curriculum to meet their needs in learning within the bases and within mainstream lessons
- Support children by providing strategies for emotional regulation and reintegration onto learning



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- Monitor pupil progress and ensure provision enables children to achieve positive outcomes
- Promote a nurture-based approach that supports children's well-being and resilience
- Lead and Support SEND Teaching Assistants working within the Learning Bases

### We Will Offer You

- A vibrant, happy school environment to work in, where everyone is nurtured, encouraged and challenged to aim high
- A strong and supportive team who are enthusiastic, knowledgeable, dedicated and committed to our school vision
- Excellent career/professional development
- Well behaved pupils with a growth mind set and desire to learn
- An environment where you can make a real difference
- Extensive Staff Wellbeing Package – this is prioritised for all members of our staff community

Visits to the school are strongly encouraged and a mutually beneficial time can be arranged by contacting the school office. Please contact us on [HR@wauludprimary.co.uk](mailto:HR@wauludprimary.co.uk) or 01582 593469

Thank you for your interest in our school, and we look forward to meeting you soon.

If you are interested, please apply at [www.mynewterm.com](http://www.mynewterm.com) or you can collect an application form, job description and person specification from the school office. Applicants for this public facing role will need to demonstrate the ability to converse, and provide effective help or advice, fluently spoken in English.

CV's will not be accepted for any posts based in school. The school is committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employment and the Disclosure and Barring Service (DBS).

**We reserve the right to close this vacancy early if a suitable candidate is found.**

Closing Date: Midday on Friday 8<sup>th</sup> May 2026



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### **Letter from the Headteacher**

Thank you for your interest in the role of SEND Class Teacher at Waulud Primary School.

Waulud Primary School is a very friendly, welcoming and hardworking school, where the enthusiastic and positive attitude of all staff make it a great place to work.

It is a two-form entry school with a culture of High Aspirations for all pupils and staff. Our Ofsted inspection in March 2023 graded the school as "good".

### **The Inspectors noted that**

*'The school's strong values provide children with a very nurturing, caring environment.'*

*'Teachers help pupils see the relevance of their learning by adopting a themed or topic approach to pull subjects together. Lessons are brought to life by visits and visitors to the school'*

*'You and your staff have ensured that the school is inclusive.'*

*'All current leaders and governors undertake their duties with care. Staff are suitably trained, referring to the latest government guidance.'*

### **Following a recent visit, the IQM (Inclusion Quality Mark) assessor noted:**

*'You should feel proud of the safe haven you have created at your school and the wonderful dedication and commitment from all staff towards the common goals you are working towards.'*

*'The obvious desire of the whole team to offer the children and families a welcoming, supportive, inclusive environment and aspirational opportunities is impressive.'*

The successful candidate will join our staff team at an exciting time in the school's development, as we continue with our ambition and determination to improve outcomes for our pupils.

The school has over 400 pupils and a good reputation for supporting them to develop positive learning behaviours. With strong ties to the local community our dedicated staff team make a difference to every child and have high aspirations for all. Challenging them to aim high and take a real pride in who they are and what they desire to achieve.



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### To apply for the post

When completing your application, please complete the form providing full details of your education and employment history, including any unpaid or voluntary work.

**Please note:** You must provide 2 referees one of which must be current/most recent employer and preferably from where you were engaged in a role that involved working with children. If you have not been in paid employment, please give details of two heads of any education or training establishments or managers of any voluntary group that you have worked for. References from a friend or relative will not be accepted.

As part of the school's due diligence and in line with the guidance set out in the policy 'Keeping Children Safe in Education – September 2025', an online search will be completed for all shortlisted candidates. This will be in addition to all of the other statutory recruitment and safeguarding checks.

The closing date for applications is ***Midnight Friday 8<sup>th</sup> May 2026*** applications received after this date will not be considered.

You will be notified as soon as possible if you have been shortlisted for the post.

Please note that you will be required to produce original documents proving your eligibility to work in the UK and identity (document containing a photograph e.g. driving licence or passport) Issues relating to Safeguarding and promoting welfare of children will be explored at interview.

At the point of shortlisting, we reserve the right to contact current or previous employers as part of the verification process and pre-employment checks, unless you have indicated otherwise. As part of this process you may also be asked to explain any gaps in your work history as is declared on your application form and/or from any references received.

Visits to the school are strongly encouraged and a mutually beneficial time can be arranged by contacting the school office. Please contact us at [HR@wauludprimary.co.uk](mailto:HR@wauludprimary.co.uk) or on 01582 593469 and ask for Soraya Blackman.

Once again, thank you for your interest and we wish you every success in your application

**Yours Sincerely**  
**Anne Devereux**



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## Job Description

### SEND CLASS TEACHER

**TITLE:** SEND CLASS TEACHER

**SCHOOL:** WAULUD PRIMARY SCHOOL

**RESPONSIBLE TO:** INCLUSION MANAGER/MEMBER OF THE SENIOR LEADERSHIP TEAM

**GRADE:** MAINSCALE/UPPER PAYSACLE

### PURPOSE OF POST:

The SEND teacher will work directly with the Inclusion Manager/SLT for SEND Inclusion across the school.

The successful candidate will need to provide our children within the Learning Bases an outstanding education and provide strong and effective leadership.

### PRINCIPAL RESPONSIBILITIES:

1. Assist in whole school, year groups and lesson planning which meets the needs of all pupils within the Learning Bases.
2. Co-ordinate/act as a subject(s) specialist for the Learning Bases including monitoring and assessment, policy assessment and teaching strategies, consulting with colleagues and feeding back to the Senior Leadership Team.
3. Work closely with teachers, parents/carers and/or external agencies across all phases to ensure clear, shared understanding of each child's needs. Through strong communication and collaboration, helping to secure seamless support and consistent next steps as part of our whole school provision.
4. Ensure all students have access to a bespoke curriculum supported by a creative approach which includes providing care, intervention and support to children to enable them to access education and achieve their full potential.
5. Monitor and assess pupil results and progress, ensuring appropriate records have been kept, and use performance data to inform individual pupil, targets, lesson planning and the preparation of work, which meets the needs and



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potential of all pupils.

6. Support the school's pastoral system, within the year group, learning bases and with individual pupils.
7. Contribute to the school's performance management process, as required, monitoring some teaching in the curriculum area and the input of class support staff.
8. Contribute to the effective deployment of support staff and resources (ICT and consumables) within the Learning Bases.
9. Lead and Support SEND Teaching Assistants working within the Learning Bases
10. Plan the times tables and sessions to support children's academic and SEMH progress
10. Play a full part in the life of the school community, supporting the ethos of the school, and encouraging staff, parents and pupils to do likewise. Comply with school policies and procedures in areas such as assessment, marking, behaviour management, communication with parents, teaching English as an additional language, cover, induction, planning, staff meetings, and parental events.
11. Ensure personal professional development, being up-to-date in national and local developments, participating in whole school and individualised INSET and sharing with others.

#### **DIMENSIONS:**

**Supervisory Management:**

**Financial Resources:**

**Physical Resources:**

**Other:**

**"Applicants for this public-facing post will need to demonstrate the ability to converse, and provide effective help or advice, fluently in spoken English".**

**DBS:** - Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your



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application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences.

This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

**Disclosures are handled in accordance with the DBS Code of Practice which can be accessed via [www.disclosure.gov.uk](http://www.disclosure.gov.uk)**

*'The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.'*

*'CVs will not be accepted for any posts based in schools'*



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## Person Specification

### SEND CLASS TEACHER

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

**Essential (E):** - without which candidate would be rejected

**Desirable (D):** - useful for choosing between two good candidates.

Please make sure, when completing your application form, you give clear examples of how you meet the essential and desirable criteria.

Attributes	Essential	How Measured	Desirable	How Measured
<b>Experience</b>	Experience of Teaching children with Special Education Needs and Disabilities (SEND)	1,2,5	Experience working in a specialist provision, nurture groups, or intervention programme	1,2
	Experience in adapting teaching strategies to meet the needs of children with diverse learning needs	1,2,5	Experience working with external professionals e.g. educational psychologist, speech and language etc	1,2
	Experience implementing EHCP targets and personalised learning plans	1,2	Experience working in Early Years	1,2
	Experience working collaboratively with Teaching Assistants and support staff	1,2,5		
	To have had experience of planning and how to plan progression.	1,2,5		
	Evidence of implementation and knowledge of effective behaviour management strategies.	1,2,5		
<b>Skills/Abilities</b>	Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies)	1,2	Able to lead and develop a specialist SEND Provision	1,2
	Able to use IT to support both the curriculum and work organisation.	1,2	Able to support and coach other support staff in inclusive practice	1,2
	Able to work as part of, and contribute to, a whole-school, multi-disciplinary team.	1,2		
	Able to monitor and evaluate teaching and	1,2		



	<p>learning.</p> <p>Able to identify the necessary resources which ensure high quality teaching and learning.</p> <p>Able to identify the needs of individuals to inform lesson planning.</p> <p>Able to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly</p>	<p>1,2</p> <p>1,2,5</p> <p>5</p>		
<b>Equality Issues</b>	<p>Ability to demonstrate a working commitment to equality of opportunity and safeguarding for all pupils</p> <p>Awareness of the effects of discrimination on pupils, parents, colleagues and policy.</p>	<p>1,2</p> <p>1,2</p>		
<b>Specialist Knowledge</b>	<p>Strong understanding of the SEND Code of Practice</p> <p>Knowledge of effective inclusive teaching and differential strategies</p> <p>Understanding of strategies that support children with SEMH needs and emotional regulation</p> <p>Understanding of Safeguarding responsibilities within a school setting</p> <p>Understanding of the Early Years framework</p>	<p>1,2,5</p> <p>1,2,5</p> <p>1,2,5</p> <p>1,2</p> <p>1,2,5</p>	<p>Knowledge of trauma-informed practice and nurture approach</p> <p>Knowledge of intervention strategies for children with ASD or communication needs</p> <p>Understanding of assessment, progress tracking and intervention impact monitoring</p>	<p>1,2</p> <p>1,2</p> <p>1,2,3,5</p>
<b>Education and Training</b>	<p>Qualified Teacher Status</p> <p>Evidence of continued professional development in SEND or inclusive practices</p> <p>Evidence of on-going CPD</p>	<p>4</p> <p>1,2</p>	<p>Evidence of meeting the threshold standards</p> <p>National Award for SEN coordination (NASENCo) or other SEND related qualification</p> <p>Additional training or qualifications in areas such as Autism (ASD), SEMH or Speech and Language Needs</p> <p>Sustained and substantial performance in the threshold standards.</p>	<p>1,2</p> <p>1,2</p>



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<b>Other Requirements</b>	<b>Fluency of English</b> Able to converse with ease with members of the public and provide effective help or advice in accurate and fluent spoken English	1,3,5		
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(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

*The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*



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