



Overstone Combined School and Pre-School

<https://www.overstone-wing.bucks.sch.uk/web>

Communication and Interaction Unit – Class teacher

Candidate's Pack



We are seeking an experienced, enthusiastic teacher to teach the second class in our Communication and Interaction Unit from September 2026. The unit opened its first class in November 2025 and is now looking to open the second class in the autumn term.

The role is a permanent full-time post

Salary – MPS/UPS



Thank you for your interest in this role of class teacher; we are delighted that you are considering joining The Orchard at Overstone School.

We would welcome the opportunity to show you around before you apply, please contact the school office to make an appointment.



Communication and Interaction Unit Teacher Role

What we are looking for

We are looking for an experienced teacher, who is able to be a valuable member of a small team. We want a member of staff who is passionate about supporting children with a variety of needs to offer them the best start in their educational journey.

Be Kind

Listen

Respect

Effort

Job Description

Principle accountabilities/responsibilities of the job

- All teachers are required to carry out the duties of a school teacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards. Teachers performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school. The class teacher will be accountable to the Lead Teacher in the unit.
- Deliver a rich and ambitious curriculum that is adapted and adjusted so that the pupils are able to access learning that is appropriate to their needs.
- Be responsible for promoting and safeguarding the welfare of children and young people within the unit, raising any concerns following school protocol/procedures.

Teaching and Learning

- Deliver provision to support the long-term outcomes of pupils EHCPs
- Help to continue to develop a curriculum that is appropriate to the needs of the children within the unit.
- Ensure effective adaptive teaching of the whole class, and of groups and individuals within the whole class setting, so that learning objectives are met and pupils' learning time is used efficiently.
- Establish and maintain a calm and purposeful learning environment.
- Set clear expectations for pupils' behaviour and engagement in learning in line with their individual needs.
- Establish a safe and secure learning environment which promotes pupils' self-esteem.
- Use proven teaching methods which capture pupils' interest and maintain their engagement.
- Be familiar with the SEN Code of Practice (2015) on the identification and assessment of special educational needs and, as part of the responsibilities under the Code, create and review specific targets for pupils.
- Be a reflective practitioner and use this to develop your individual understanding and approaches for pupils.
- Work with relevant external professionals to develop individual support strategies and therapeutic approaches for each pupil.

Monitoring, Assessment, Recording, Reporting and Accountability

- Assess how well learning objectives have been achieved and use this information to improve specific aspects of teaching.
- Maintain good organisation and accurate assessments in pupil profiles so they offer

a clear record of pupils' progress in relation to curriculum and Communication and Interaction needs.

- Be familiar with the statutory assessment and reporting requirements and know how to prepare and present informative reports to parents/carers and professionals.
- Monitor the impact of support being provided and the effectiveness of your teaching and adapt as necessary, drawing on advice and recommendations from the lead teacher and other professionals.
- Monitor progress of pupil and offer support to ensure all pupils can access excellent learning opportunities.
- Attend whole school, unit and individual training and maintain ongoing CPD.
- Together with the Lead Teacher, provide the appropriate assessment, report and documentation for any statutory process.

Management and Administration

- Participate, as required, in tasks relating to the curriculum, organisation and pastoral functions of the school.
- To be responsible for producing short term targets that link to long term EHCP outcomes and share these with The Orchard staff.
- To attend Inset days and staff meetings, following a suitable programme.
- Participate in any arrangements made by the school for performance management and continuing professional development.
- Foster close relationships with parents/carers, other professionals and the wider community. Assist them to support their child's learning at home.
- Work collaboratively with others to develop effective professional relationships, communicating and co- operating with relevant external bodies.
- Maintain and update knowledge and skills in meeting the needs of students with Communication and Interaction needs.
- To attend meetings and produce written reports for individual pupils as and when required.
- To partake in supervisory duties.

Person Specification

Criteria	Qualities
Qualifications and experience	<ul style="list-style-type: none"> • Honours Degree • Post graduate qualification in teaching • SEN qualifications (desirable)
Skills and knowledge	<ul style="list-style-type: none"> • Experience of good/ outstanding teaching across the primary age range • Experience of working with children with Communication and Interaction needs • Experience, knowledge and use of strategies and systems for supporting Communication and Interaction needs. • Knowledge and understanding of the SEN CoP and the Equalities Act • Experience of successfully meeting the needs of students with SEND • Knowledge and understanding of Communication and Interaction approaches to learning • Experience and knowledge of basic literacy and numeracy skills and how to develop them in students using known and successful strategies and interventions • Knowledge of the Primary National Curriculum across all age ranges • Experience of leading a subject or aspect of learning • Knowledge of Education, Health and Care plans and the statutory regulations that are involved • Experience of working with external agencies • Up to date child protection training • Knowledge of effective teaching and learning strategies

Personal qualities

- Be able to show compassion, care and kindness to create a sense of belonging for all children.
- Be able to show empathy, understanding and care to all children at all times.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- A clear ability to demonstrate solution focused thinking and resilience to meet the needs of children.
- Be able to foster effective working relationships with a range of other professionals
- Show resilience and the ability to work under pressure
- Proven ability to be creative
- Have excellent communication skills
- Have a commitment to safeguarding and welfare of children
- Demonstrate commitment to pupils and their learning and well-being
- Ability to be self-reflective and open to challenging your practice
- Commitment to equality
- To have professional regard for the ethos, policies and practices of the school and maintain high standards in your own attendance and punctuality

How to Apply

If you would like any more information, or want to arrange a visit or have an informal conversation with our Headteacher or The Orchard lead teacher, please contact our school business manager, Kim Warren, on sbm@overstone-wing.org

To apply for this role, please complete the MyNewTerm application and submit it along with a personal statement explaining why you are the right candidate for this post.

Closing date: Friday 8th May 2026 – 9.00am. The school reserves the right to appoint prior to the closing date.

Interviews: Interviews will be made by individual arrangement

Start Date: 1st September 2026