



FELSTED SCHOOL JOB DESCRIPTION

SEND Specialist Teacher (Key Stage 3, 4 & Post-16)

The Role

Accountable to: SENCO / Head of Department

To deliver personalized, high-impact education to pupils aged 11- 18 with a range of Special Educational Needs and Disabilities (SEND), including dyslexia, ASD, SEMH, MLD/SLD, and communication needs. You will support students in achieving academic progress towards GCSEs, A Level, BTEC or IB qualifications as well as offering general support with the skills and approaches that will carry on through into adult life.

Ideally, you will be able to support pupils in at least one science or maths discipline up to sixth form standard, and in at least two subjects offered in the Felsted Sixth Form curriculum.

Key Responsibilities (illustrative, not exhaustive, list):

- **Curriculum & Delivery:** Design and teach adapted, engaging learning lessons tailored to students' cognitive and physical needs
- **Assess progress** using departmental and whole school assessment data to inform planning and teaching
- **EHCP Management:** Set, monitor, and assess targets aligned with Education, Health and Care Plans (EHCPs), write appropriate progress reports
- **Positive Behavior Support:** Utilize proactive behavior management strategies, trauma-informed practices, and de-escalation techniques
- **Safeguarding & Inclusion:** Maintain strict adherence to *Keeping Children Safe in Education* (KCSIE) guidelines and foster a safe, inclusive classroom culture.

Person Specification

- **Qualifications:** Qualified Teacher Status (QTS) or QTLS. A specialized qualification in SEND (e.g., National Award for SEN Co-ordination or PGCert in SEND) is highly desirable. We would also be willing to consider supporting a graduate seeking to enter into teaching with a professional pathway through PGCE, ECT and further training and development
- **Experience:** Experience of supporting pupils with individual SEND requirements is important, and although prior teaching experience is anticipated, we would be happy to consider applications from someone interested in joining the teaching profession to specialise in this area.
- **Knowledge:** Expert understanding of the 0–25 SEND Code of Practice, Post-16 transition pathways, and dynamic assessment tools is desirable
- **Skills:** The ability to analyse and respond to data is essential. Experience of general IT skills is expected and essential to the role. Strong communication and interpersonal skills are essential.
- **Attributes:** Patient, adaptable, resilient, and committed to an neuroinclusive approach to learning and development.

Terms of Employment

- Permanent
- Full-time
- Location of work will be Felsted School, Felsted, Essex, CM6 3LL
- The post holder has a responsibility to safeguard and promote the wellbeing of children and young people.