



# Wellspring Academy Trust

## Job Description

**Post Title:** Senior SEND Teacher & SENDCo OR SEND Teacher/Aspiring SENDCo

**Reporting to:** Assistant Principal (SEND) / Lead SENDCo

**Contract:** Full-time, Permanent

**Start Date:** September 2026

**Salary within the range:** Up to MPS/UPS + TLR and/or SEN Allowance (Commensurate with experience, qualifications and role taken)

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## Job Purpose

To provide high-quality, specialist teaching for students with Special Educational Needs and Disabilities (SEND), ensuring they make accelerated progress. You will act as a bridge between the Harbour/Learning Support department and mainstream classrooms, driving the quality of inclusive practice across the whole school. This role can be a developmental pathway for a practitioner looking to transition into a senior position through the **NPQ SEND** Award or a role for an already qualified SENDCo and experienced SEND Teacher.

## Key Responsibilities

### 1. Specialist Teaching & Intervention

- Plan and deliver a bespoke, adapted curriculum for small groups of students with complex needs (e.g., Autism, Moderate Learning Difficulties, or Speech and Language needs).
- Design and implement evidence-based interventions in literacy, numeracy, and social-emotional mental health (SEMH).
- Use specialist assessment data to track the "small steps" of progress often missed by standard tracking systems.

### 2. Mainstream Support & Quality Assurance

- Collaborate with Subject/Faculty Leaders to "scaffold" the mainstream curriculum, ensuring it is accessible to all learners.
- Conduct "learning walks" and work scrutinies to monitor the effectiveness of SEND adaptations across different departments.
- Model best-practice "Quality First Teaching" techniques for Early Career Teachers (ECTs) and experienced staff.

### 3. Leadership Development (The SENDCo Pathway)

- Work alongside the current SENDCo/Assistant Principal to manage Education, Health and Care Plans (EHCPs) and annual reviews.
- Lead the deployment and training of Teaching Assistants (TAs) within your specialist area.

**Training Commitment:** If not already held, the school will fund and support your achievement of the mandatory SENDCo qualification within the first three years of appointment.

## **Personal Attributes**

- **Empathy & Resilience:** A genuine passion for advocating for the most vulnerable learners.
- **Strategic Thinker:** The ability to look beyond the classroom and see how systems impact student outcomes.
- **Collaborative:** A "team player" who can influence colleagues across the school without direct line-management authority.

## **Standard Duties in all Trust Job Descriptions**

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices
- Show a commitment to ensuring that children and young people learn in a safe environment
- Participate in relevant and appropriate training and development as required.

## **Method of Working**

Wellspring Academy Trust expects all staff to work effectively and cooperatively as part of a team, delivering high quality support. This requires dealing with people politely and tactfully, and in accordance with Trust guidelines, policies and procedures. Wellspring team members are expected to respect confidentiality and safeguarding practices at all times.

## **Public Relations**

Considerable importance is attached to the public relations aspect of our work. Members of the team must project a positive image of the Trust at all times and through all activity.

## **DBS Certificate**

Wellspring Academy Trust takes its duty to safeguard the young people with which it works seriously.

All Wellspring team members are required to undertake a Disclosure and Barring Service (DBS) check.

**Note on Salary:** This position includes an SEN Allowance in recognition of the specialist nature of the work and the additional responsibilities regarding school-wide quality assurance. The TLR will depend on experience and whether the successful candidate is a qualified SENDCo

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## Person Specification

		E/D	How Identified
Section	Information		
<b>Qualifications</b>			
	Qualified Teacher Status (QTS)	E	
	Evidence of recent professional development in SEND.	E	
	National Award for SEN Coordination (NASENCO) or NPQ SEND.	D	
	Degree or Post-grad in a related field (e.g., Psychology, Speech & Language).	D	
<b>Experience</b>			
	Proven track record of high-quality teaching in a secondary setting.	E	
	Experience in adapting curriculum materials for diverse learners.	E	
	Experience working in a specialist provision or "Enhanced Resource" unit.	D	
	Experience in leading staff training or CPD sessions.	D	
<b>Knowledge</b>			
	Deep understanding of the SEND Code of Practice (2015).	E	
	Knowledge of various learning needs (ASD, ADHD, Dyslexia, etc.).	E	
	Familiarity with assistive technology (e.g., Read&Write, Widgit).	D	
	Understanding of the latest Ofsted framework regarding the "Local Offer."	D	
<b>Skills and Abilities</b>			
	Ability to analyse complex data to inform intervention.	E	
	Excellent communication skills with parents and external agencies.	E	
	Experience in writing or contributing to EHCP applications.	D	
	Ability to mentor or coach other teachers.	D	
<b>Additional Requirements</b>			
	Operate with the highest standards of personal/professional conduct and integrity	E	



	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.	E	
	Willing to undertake training and continuous professional development in connection with the post.	E	
	Work in accordance with the Trust's values and behaviours.	E	
	Able to undertake any travel in connection with the post.	E	
	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude	E	
	Satisfactory DBS disclosure to work in an environment dealing with young people	E	
	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults	E	
	A commitment to safeguarding and promoting welfare for all	E	