

# SEND Teacher Resource Base Lead (Permanent) Main scale + TLR2



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## **Job Description**

**Job Title:** Resource Base Lead Teacher (Primary) – Speech Language and Communication (SLCN), Communication & Interaction (C&I) and Autism Spectrum Disorder (ASD)

**Grade:** MPS + TLR2

**Reports to:** SENDCo / Headteacher

**Location:** Henbury Court Primary Academy

## **Purpose of the Role**

To lead teaching and learning within the school's resource base provision for pupils with primary needs relating to Speech Language and Communication (SLCN), Communication & Interaction (C&I) and Autism Spectrum Disorder (ASD). The role involves delivering high-quality, personalised education programmes that enable pupils to achieve their full potential academically, socially, and emotionally, while promoting inclusion within the wider school community.

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## **Key Responsibilities**

### **Teaching and Learning**

- Plan and deliver high-quality, differentiated lessons tailored to pupils with C&I and ASD needs.
- Develop and implement personalised learning programmes based on EHCP outcomes.
- Use a range of specialist strategies (e.g. TEACCH, visual supports, structured teaching approaches) to support learning.
- Monitor, assess, and record pupil progress, adapting provision accordingly.

- Promote communication, social interaction, and independence skills.

### **Curriculum and Assessment**

- In the first instance, design, develop and implement a brand new curriculum
- Deliver a broad, balanced, and relevant curriculum adapted to meet individual needs.
- Use formative and summative assessment effectively to inform planning.
- Contribute to annual reviews and EHCP target setting.
- Conduct annual review meetings.
- Maintain accurate and up-to-date records of pupil progress and provision.

### **Inclusion and Integration**

- Support pupils' inclusion in mainstream classes where appropriate.
- Work collaboratively with class teachers to adapt learning and support strategies.
- Promote inclusive practice across the school.

### **Behaviour and Pastoral Support**

- Implement positive behaviour support strategies tailored to individual pupils.
- Create a safe, structured, and nurturing learning environment.
- Support pupils' emotional regulation and wellbeing.

### **Leadership and Collaboration**

- Work closely with the SENDCo, leadership team, and external professionals (e.g. Educational Psychologists, Speech and Language Therapists).
- Coach or mentor staff within the resource base.
- Lead and support teaching assistants within the resource base.
- Contribute to staff training and development in SEND and inclusive practice.

### **Safeguarding and Compliance**

- Ensure safeguarding and child protection policies are followed at all times.
- Promote equality, diversity, and inclusion in all aspects of the role.

### **Person Specification – Resource Base Teacher (Primary)**

#### **Specialism: Communication & Interaction (C&I), Speech Language and Communication (SLCN) and Autism Spectrum Disorder (ASD)**

**Category**

**Criteria**

**Essential (E) /  
Desirable (D)**

## **Qualifications & Training**

Qualified Teacher Status (QTS)	<i>E</i>
Evidence of ongoing professional development in SEND (SLCN/ASD/C&I)	<i>E</i>
Additional SEND qualification (e.g. NASENCo, autism-specific training)	<i>D</i>
Training in specialist approaches (e.g. TEACCH, PECS, Makaton)	<i>D</i>

## **Experience**

Experience of teaching in a primary school setting	<i>E</i>
Experience working with pupils with C&I needs	<i>E</i>
Experience planning and delivering differentiated, personalised learning programmes	<i>E</i>
Experience of working with EHCPs and contributing to reviews	<i>E</i>
Experience supporting inclusion into mainstream classes	<i>E</i>
Experience working with teaching assistants/support staff	<i>E</i>
Experience leading a resource base or specialist provision	<i>D</i>

## **Knowledge & Understanding**

Understanding of Communication & Interaction needs	<i>E</i>
Knowledge of effective SEND strategies	<i>E</i>
Understanding of the SEND Code of Practice (2015)	<i>E</i>
Knowledge of behaviour support approaches	<i>E</i>
Awareness of safeguarding and child protection	<i>E</i>
Knowledge of alternative and augmentative communication systems	<i>D</i>

## **Skills & Abilities**

Ability to plan and deliver high-quality, inclusive lessons	<i>E</i>
Ability to adapt teaching to meet a range of needs	<i>E</i>
Strong behaviour management using positive approaches	<i>E</i>
Ability to assess, track, and evaluate pupil progress	<i>E</i>
Excellent communication and interpersonal skills	<i>E</i>
Ability to work collaboratively with staff, parents, and external professionals	<i>E</i>
Ability to lead and direct support staff	<i>E</i>
Strong organisational and record-keeping skills	<i>E</i>

<b>Personal Qualities</b>	Commitment to inclusive education and high expectations	<i>E</i>
	Patience, resilience, and flexibility	<i>E</i>
	Empathy and understanding of additional needs	<i>E</i>
	Reflective practitioner committed to development	<i>E</i>
	Ability to remain calm under pressure	<i>E</i>
<b>Other Requirements</b>	Commitment to safeguarding and promoting welfare of children	<i>E</i>
	Willingness to engage in continued professional development	<i>E</i>
	Ability to contribute to wider school life	<i>E</i>

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### **Safeguarding Statement**

*Henbury Court is a member of Amplify Education multi academy trust. The Trust is committed to Safeguarding and Promoting the welfare of all of its students. Each student's welfare is of paramount importance.*

**The Trust's Child Protection and Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.** The policy can be found on our website: [Amplify Education - Home](#)

*The five main elements of our policy are to:*

- ensure we practise safe recruitment in checking the suitability of staff and volunteers to work with children*
- raise awareness of child protection issues and equip children with the skills needed to keep them safe*
- develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse*
- support pupils who have been abused in accordance with the agreed child protection plan*
- establish a safe environment in which children can learn and develop.*

### **Safer Recruitment**

*Amplify Education is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service clearance. Our policy and practice is in line with the Department for Education's 'Keeping Children Safe in Education' Guidance 2025.*

*We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors.*

*Safer recruitment practice includes scrutinising applicants, online checks, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job.*

### **Explanatory Notes**

*Applications will only be accepted from candidates via MyNewTerm/Eteach. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. **CVs will not be accepted** in place of a completed Application Form.*

### **Interview Process**

*After the closing date, short listing will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form and your letter of application, so please read the Job Description and Person Specification carefully before you complete your form, ensuring you reference each.*

*We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.*

***You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or DBS and/or other relevant investigating bodies.***

### **How to Apply**

*To apply please complete the Amplify Education application form via MyNewTerm/Eteach. Your personal statement should address how and why you feel that you are equipped to fulfil this role noting your personal values, attributes, your ability to lead others and your knowledge and experience to date.*

*We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion*

