

Job Description: SEN Teacher

Purpose of the Role:

To deliver high-quality, individualised teaching and learning for pupils with Special Educational Needs, particularly those working within the Engagement Model, and to lead on the planning and implementation of EHCPs, personalised learning plans, and communication support strategies.

Key Responsibilities:

Teaching and Learning

- Plan and deliver engaging, differentiated lessons aligned with pupils' individual needs and the Engagement Model.
- Use a variety of alternative communication tools (e.g., Makaton, communication boards & other AAC devices) to support pupils' communication.
- Create a safe, stimulating, and inclusive classroom environment that promotes progress and independence.
- Set and monitor clear, achievable targets linked to EHCP outcomes and personalised learning plans.
- Monitor, assess, and record pupils' progress accurately and effectively.

Planning and Assessment

- Lead the development and regular review of Education, Health and Care Plans (EHCPs).
- Collaborate with families, support staff, therapists, and other professionals to ensure consistent and joined-up provision.
- Use formative and summative assessments to inform future planning and adjust teaching strategies as needed.

Teamwork and Collaboration

- Work collaboratively with the SENCO and wider inclusion team to support the development of the school's SEN provision.
- Provide guidance and support to Teaching Assistants and support staff in delivering personalised strategies.
- Participate in multi-agency meetings and contribute to reports for reviews, annual reviews, and other statutory processes.

Professional Development

- Engage in continuous professional development relevant to the role and SEN specialisms.
- Contribute to whole-school CPD, SEN initiatives, and the sharing of best practices.

Safeguarding and Welfare

- Uphold the highest standards of safeguarding and child protection.
- Follow school policies on behaviour management, health and safety, and safeguarding procedures.

Person Specification: SEN Teacher

| Criteria | Essential | Desirable |
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| Qualifications | Qualified Teacher Status (QTS) | Additional SEN qualification or training (e.g., NASENCO) |
| Experience | Significant experience teaching pupils with SEND including children with Autism and sensory processing needs | Experience within a specialist provision or SEN base |
| | Experience supporting pupils working on the Engagement Model | |
| | Proven experience developing and managing EHCPs and personalised learning plans and sensory | |
| | Use of alternative communication tools (e.g., Makaton, Communication boards and other AAC) | |
| Knowledge and Skills | Strong understanding of SEN Code of Practice and inclusive education | Knowledge of sensory integration strategies |
| | Ability to assess and plan effectively for a wide range of needs | Familiarity with specialist software/tools for communication or assessment |
| | Excellent behaviour management strategies tailored to individual needs | |
| | Strong communication and collaboration skills with parents, staff, and external agencies | |
| Personal Attributes | Empathetic, patient, and child-centered | Reflective and committed to self-improvement |
| | Flexible and creative in approach to learning | Confident contributing to whole-school development |
| | Strong organisational and time-management skills | |