



VACANCY - Full Time Teaching Posts from September 2026

2 x SEN Teacher: 1 Post in Primary Department, 1 in Secondary Department

We are looking for two innovative, highly motivated and inspirational teachers to join the Severndale Team. You will be joining an exceptional group of highly skilled Teachers, Teaching Assistants and support staff who work collaboratively to provide a highly personalised curriculum. **We particularly encourage teachers with experience in Complex SEND in Special or Mainstream provision, and with a passion for one of the following areas of interest: Autism Provision, Art, Music, Literacy or Maths.**

Who are we?

We are committed to demonstrating our school vision of 'Enabling Communication, Independence and Enjoyment for Life' through our chosen school values of Communication, Independence, Wellbeing and Inclusivity. We strive to live these values throughout each school day.

Severndale Specialist Academy is a multi-site academy catering for children with special educational needs in Shropshire. Our children and young people are aged 2 ½ to Post-19 and have a range of learning difficulties. These include moderate, severe, complex and profound learning difficulties, those with autism, complex medical conditions and physical and mobility difficulties. A number of our young people present behaviour that can challenge, arising from their condition; many have communication difficulties.

What is the purpose of the role:

The main purpose of this post is to provide exciting and highly engaging quality teaching which delivers an appropriate curriculum that meets the needs of each pupil in accordance with the aims of the Academy. This will involve ongoing and close liaison with parents/carers, colleagues and other professionals and support staff. The successful candidate would be part of either the Primary aged or Secondary aged provision.

Role requirements:

- Bachelor's degree
- QTS or QTLS or desire to attain QTS
- Early Career Teachers are welcome to apply

Are you the candidate we are looking for?

- Outstanding Teaching
- Creative professional
- Enthusiasm to make a difference
- Can do attitude
- Inspiring and ambitious
- Working as part of a team

What's included:

- Permanent contract
- Salary Mainscale / Upper Pay Scale plus SEN 1 point
- Access to the Schools Advisory Service
- Bike to work scheme
- Continuing Professional Development
- Teachers Pension Scheme

Skills required:

- Ability to build good relationships with learners, teachers and carers
- Ability to manage behaviour with SEND and trauma informed strategies
- Ability to encourage engagement and inclusion

If you want to further your career in an innovative SEND environment, then please complete the application form located on our website - www.severndaleacademy.co.uk and forward your information to our HR dept at

recruitment@severndaleacademy.co.uk by 9am Monday 2nd February

The Learning Community Trust is committed to safeguarding and promoting the welfare of Children and young people. All post holders are subject to an enhanced DBS check (including a check on the children's barred list) for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process. We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our schools commitment to safeguarding, please see our website for our school policies - <https://severndaleacademy.co.uk/our-school/policies/>

JOB DESCRIPTION

SEN – Class Teacher

Severndale Specialist Academy Vision:

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Purpose of the post:

The main purpose of the post is to provide for the education and welfare of a designated class/group of pupils. The duties outlined in this job description are in addition to those covered by the latest School Teachers’ Pay and Conditions Document.

Level of Post:

Responsible to the Department Lead / Department Co-ordinator in which you work, Assistant Principal and ultimately the Principal.

Duties and Responsibilities:

Teaching and Learning

- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.
- Plan and teach well-structured lessons.
- Adapt teaching to respond to the strengths and needs of all pupils.
- Make accurate and productive use of assessment.
- Manage behaviour effectively to ensure a good and safe learning environment.
- Fulfil wider professional responsibilities.

Leadership

- Lead a class team.
- Provide clear guidance to Teaching Assistants
- Help to disseminate good practice across the Academy.

Personal and Professional Conduct

- Teachers are to follow the expected Teacher Standards.
- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to teachers in professional position.
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions.
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in way which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Conditions of Service:

To provide for the education and welfare of a designated class/group of pupils in accordance with the requirements of the Conditions of Employment.

Having due regard to the requirements of the National Curriculum, the schools aims and objectives, schemes of work, and to adhere to the policies and procedures adopted by the Trustees of the academy.

The above job description does not define in detail all of the duties and responsibilities of the post in question. It may be necessary to re-evaluate areas of responsibility. After due consideration and discussion areas may be amended in consultation with the principal.



PERSON SPECIFICATION

SEN – Class Teacher

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications	Qualified Teacher Status or QTLS for Post 16	Evidence of higher level study/qualifications in SEN	A, I
Work experience and desired vocational training	SEN experience.	Breadth of SEN experience from mainstream → special school	A, I, P
Other relevant experience and/or interests		Involvement in local, regional, or national developments in SEN Post 16, SLD, MLD and CLDD teaching experience	A, I, P
Special(ist) knowledge	Awareness of current practice in relation to SEND	TEAM TEACH Training Further qualification in SEN	A, I
Job related personal skills	Able to work as a member of a team. Effective leading of the class team. Ability to reflect on own practice. Reliability and integrity		A, I, R
Special Working Conditions	No Smoking Policy Undertake training in Restrictive Physical Prevention (Restraint)		A, I