

## Teacher – SEND Full time - Permanent

School Name	Springwell School
Job Title	Teacher SEND
Salary	MPS / UPS plus SEN allowance FTE Min £31,650 – Max £49,084 plus SEN allowance
Hours	1.0 FTE
Start Date	September 2025
Closing Date	Thursday 15 <sup>th</sup> May 2025
Interview Dates	Friday 23 <sup>rd</sup> May 2025

*As part of our continued growth, we have a fantastic opportunity for a teacher to join us and become part of the supportive team here at Springwell School. You may be a qualified teacher already working within SEN, an Early Careers Teacher looking for an exciting and rewarding start to your education journey, or perhaps a teacher working in mainstream who is passionate about SEND and is looking for that move.*

Located in Thornhill on the edge of the city of Southampton, Springwell School is a designated day special school for children aged from 4 - 11 years with complex learning difficulties including speech and language disorders, autism, and challenging behaviours.

Our school encourages a supportive and positive learning ethos that enables both staff and pupils to work and learn together to develop their full potential, providing the highest possible standards of education and support to children, families, and staff.

This is an exciting opportunity for an exceptional and inspirational teacher to join our school in the Autumn term 2025 to continue to provide our children with outstanding education. As a dynamic and motivated qualified teacher, your desire, drive, and enthusiasm will make a difference to our pupils' lives and will make an immediate contribution to the way our pupils learn and interact.

You will plan and deliver engaging learning, developing exciting and innovative methods that stimulate interest and excitement in the classroom. Your passion to make learning fun and accessible to all pupils will help them to flourish and thrive.

In our most recently published Ofsted inspection report (June 2023), we are exceptionally proud to be maintaining our Outstanding rating for the 4<sup>th</sup> consecutive time with Ofsted commenting, 'Staff are proud to work in the school. One said, 'We're a really strong team'. They feel that leaders are thoughtful about workload and responsive to feedback.'

The successful candidate will work with an excellent staff team who are both forward thinking and innovative, and who have high expectations of themselves and the pupils they support. Working as a Teacher with us is not your average teaching role, working creatively by making the most of the extensive resources and expert support within our team. You will enjoy building these caring pupil relationships, as well as those with fellow colleagues and external professionals. We value our employees and ensure our well-developed induction programme provides in depth support and guidance to you.

No two days are ever the same, sometimes they are challenging, but always rewarding in the knowledge that your role will have a significant positive impact on the lives of others!

### What can we offer you?

- Opportunities for CPD
- Free on-site parking
- Support and training
- Excellent development opportunities to grow within a positive and supportive team
- Employee Assistance Programme
- Mental Health and Wellbeing Support
- Pension Scheme
- Uniform provided (optional)
- Access to staff benefits



### **Your contribution**

Amongst other things individuals must;

- Be a positive role model and lead by example
- Have high aspirations and a commitment to excellence for all
- Reliable and self-reliant
- Be committed to working with pupils, parents and staff to raise standards
- Have resilience
- Be practical, creative and inventive
- Be committed to your own professional development and participate fully in the life of the school and community

**Please refer to the Job Description and Person Specification for the full responsibilities and knowledge required for this role.**

### **What will you need?**

- have UK QTS or equivalent / newly qualified teacher
- experience of teaching pupils with complex learning difficulties
- be prepared to teach in any area of the school
- to be able to lead a small team of special school assistants
- have an imaginative approach to the pupils education to meet their specific needs
- evidence of CPD and commitment to further training
- Understand the importance of safeguarding and confidentiality

### **How to apply**

To apply, please complete the application form on [www.springwellschool.net](http://www.springwellschool.net) and return to Rachel Ambrey, HR Lead, by email to [recruitment@springwellschool.net](mailto:recruitment@springwellschool.net). Alternatively, please post your completed application to HR at Springwell School, Hinkler Road, Thornhill, Southampton, SO19 6DH. We do not accept CV's.

### **Interview process**

If successfully shortlisted, you will complete a short pre-interview task, an observation in class on a pre-prepared subject as well as some extra time in class to experience our setting, followed by a face-to-face panel interview.

### **Visiting the school**

Visits to the school are welcomed, please contact [recruitment@springwellschool.net](mailto:recruitment@springwellschool.net) to make these arrangements.

### **Safeguarding**

Springwell School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process including an enhanced disclosure and barring service check. Following recommendations from Keeping Children Safe in Education (KCSIE) for an additional pre-employment check with effect 1 Sept 22, please note, an online search may form part of this recruitment process.

If you have not heard from us by Monday 19<sup>th</sup> May 2025, then unfortunately on this occasion you have not been successfully shortlisted for interview. We reserve the right to close the vacancy early if we receive a high volume of suitable applications.

