



Specialist Class Teacher (SEND)

Scale: Main Pay Scale (incl UPS) + Special Educational Needs Allowance

School: **Great Oaks School**

Job Description

Responsibility

Responsible to the Trustees of the Specialist School's Trust and Governors of the individual schools. The post holder will, at all times carry out his / her duties in accordance with the policies of the Specialist School's Trust.

Summary

We are seeking a creative and innovative class teacher to join our team at Great Oaks School. The role will involve delivering a personalised, developmental and sensory curriculum to a class of young people with complex needs (severe or moderate learning difficulties) in our Secondary Specialist School. The role will sit within our Pathway 1 or 2 curriculum areas, you will teach a class of up to 12 young people and manage a team of support staff. The post could be based on either our West or South site.

Teaching Duties and Responsibilities

To be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document 2024. The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

- Lesson Planning and Teaching Responsibilities: Plan, prepare, and deliver lessons across various subjects, using agreed formats; set, mark, and assess work according to pupils' educational needs. Be confident adapting the curriculum in line with individual needs, seeking support where needed.
- Management of a staff Team. Provide leadership to a team of support staff, directing their work, carrying out appraisals and supporting their development.

- Multi-professional working. Work alongside a range of multi-professionals including therapists, social workers and students
- Working with parents. Report regularly to parents on pupil progress, liaising on at least a weekly basis using school systems. Attend parents evenings and meetings as required
- Pastoral Care and Student Support: Manage a class, oversee their pastoral care, maintain discipline, and promote pupil well-being and equal opportunities; support social skills development during lunch and other activities.
- Whole school responsibilities: Contribute to school and Pathway wide activities and events including leading Assemblies and themed weeks. Contribute to whole school cross curriculum groups
- Education, Health and Care Plans: Ensure students are making progress towards the outcomes in their EHCPs and be responsible for supporting and reviewing this progress by:
 - Setting IEP Targets which are small steps towards the outcomes
 - Ensuring students receive the provision listed in Section F of their EHCP, liaising with colleagues where needed
 - Be responsible for preparing annual review paperwork and leading the annual review
- Collaboration and Professional Development: Participate in meetings, contribute to curriculum development, engage in performance reviews, and support the professional development of peers and staff, including induction and training.
- Health, Safety, and Communication: Safeguard pupils' health and safety, promote and implement the school's health and safety policies, and communicate effectively with pupils, parents, and other professionals.
- Specialist Input and Additional Duties: Develop expertise in supporting pupils with learning difficulties, differentiate teaching materials, provide personal care when needed, be prepared to teach on any school site, and undertake any additional responsibilities assigned by the Headteacher.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Person Specification

Professional Qualifications

Essential

- Qualified teacher status
- A degree in a relevant discipline
- Experience of working with young people with SEND
- Willingness to undertake further training to develop skills in teaching pupils with SEN

Desirable

- Further study in Special Education
- Recent training in communication methods – signing (Makaton or Signalong) / PECs / objects of reference
- Training in meeting needs of pupils on the autistic spectrum

Teaching Competencies and Experience

Essential

- Experience of teaching pupils with special educational needs in primary, secondary or special school contexts
- Experience of Teaching pupils working at Year 3 levels or below.
- Ability to work within and organise a class team
- Up-to-date knowledge of curriculum issues and assessment requirements
- Ability to reflect on own practice and manage own professional development.
- Personal competence in IT including the use of email, Microsoft Office and cloud systems e.g. SharePoint.
- Knowledge and understanding of sensory approaches to learning
- Ability to attend sensitively to personal care needs of children

Desirable

- Experience working with students with a range of learning difficulties
- Experience of using augmentative communication methods
- Experience in meeting the needs of young people with challenging behaviour including training in physical interventions (e.g. Team-teach or securicare)
- Knowledge of current issues and initiatives in the field of Special Educational Needs.
- MIDAS qualification
- Experience of teaching PSHE
- Sound knowledge of approaches to teaching literacy.

Personal Qualities

Essential

- Approachable and caring attitude towards both pupils and adults.
- High level of commitment, enthusiasm and resilience
- Ability to contribute to multi-disciplinary team
- Flexible and open to the ideas of others.
- Ability to manage change.
- Prepared to ask for advice and support where necessary.
- Ability and willingness to be supportive to colleagues professionally and personally.
- Ability to communicate effectively with people at all levels.
- Effective and efficient management of time.

Desirable

- Experience of having developed good communication skills with parents and a range of different professionals
- Qualities or interests that can be offered in a lunchtime or extended school activity

Terms and Conditions

Start date: 1st January 2026

Contract Type: Full-time permanent

Place of Work:

Site 1: West Site: Vermont Close, Southampton, SO16 7LT

Site 2: South Site: Green Lane, Southampton SO16 9FQ

Site 3: Bugle House: 53 Bugle Street | Southampton | SO14 2LF

Hours & days of work: Teacher with a 'Teaching and Learning Responsibility 2' - normally Monday to Friday, term time.

Salary: Teacher Main Scale (incl UPS) + SEN allowance

Pension: Membership of the Teacher Pension Scheme for teaching staff

Notice period: As per Conditions of Service for School Teachers – Burgundy Book

Car insurance: Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability

Staff Benefits



We provide a thorough induction program for all staff, demonstrating our commitment to ongoing professional development across the Trust. We actively invest in our employees by supporting continuous learning and creating opportunities for career advancement.



We are committed to fostering a culture of collaboration and clear communication, where every contribution is valued, and voices are heard. Leadership and accountability are embraced at all levels, ensuring transparency and a positive approach to challenges.



We are dedicated to supporting the personal health and wellbeing of our staff by providing access to resources, a comfortable break environment with refreshments, and recognition of individual responsibilities beyond work. We maintain high standards of health and safety across all sites and roles, ensure positive communication that respects working hours, and value feedback to drive continuous improvement.

Online GP: Access to phone consultations 24/7, 365 days a year with a GP. Access open referrals and private prescriptions where appropriate.

Employee Assistance Programme: Access to confidential support through Face to Face Counselling, Self- Help Workbooks or 24/7 365 Helpline.

Lifestyle Savings:

All staff have access to offers from over 1000 discounts including the biggest brands, retailers, and leading supermarkets through the Vivup employee platform.

Pension Scheme:

All teachers will automatically be enrolled into the Teachers' Pension Scheme. Contribution bandings are based on actual salary. Contribution rates from 1st April 2024 are as follows:

Annual Salary Rate

Up to £34,289.99
£34,290 to £46,158.99
£46,159 to £54,729.99
£54,730 to £72,534.99
£72,535 to £98,908.99
£98,909 and above

Member contribution Rate

7.4%
8.6%
9.6%
10.2%
11.3%
11.7%



Great Oaks School is part of the Specialist Schools Trust (SST). The post holder will, at all times carry out his / her duties in accordance with the policies of the Trust. The Solent Special Education Trust are absolutely committed to safeguarding and promoting the welfare of our learners and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

