

Teacher – Permanent & Maternity Cover

School Name	Springwell School
Job Title	Teacher SEND – Permanent & Maternity cover
Salary	MPS / UPS plus SEN allowance FTE Min £32,916 – Max £51,048 plus SEN allowance
Hours	Full Time
Start Date	1 st September 2026
Closing Date	Friday 17 th April 2026
Interview Dates	Thursday 30 th April & Friday 1 st May 2026

Are you passionate about transforming the lives of children with Special Educational Needs? Do you thrive in a supportive, creative, and nurturing school environment? If so, we would love to hear from you!

Springwell School, rated *Outstanding* in each of our last four Ofsted inspections, is a designated day special school for children aged 4–11. Our pupils have a range of complex learning needs, including autism, speech and language difficulties and behaviours that may challenge.

We are a large, vibrant, inclusive and forward-thinking special school committed to helping every child flourish and we pride ourselves on creating an environment where pupils feel safe, valued, and inspired to achieve.

The Role

We are excited to be recruiting for full time:

- Permanent SEN Teacher
- Maternity Cover SEN Teacher

This is an exciting opportunity for an exceptional and inspirational teacher to join a dedicated, friendly, and skilled staff team who work collaboratively to deliver an engaging, creative and personalised curriculum. As a dynamic, motivated, and fully qualified teacher, you will bring passion, drive, and enthusiasm that makes a meaningful difference to our pupils' lives. You will make an immediate and positive contribution to the way our pupils learn, grow, and interact within our school community.

What We're Looking For

We're seeking teachers who are:

- Energetic, compassionate and committed to inclusive education
- Skilled at building positive relationships with pupils, families and colleagues
- Creative thinkers with a nurturing approach to teaching
- Reflective and eager to develop professionally
- Able to tailor learning to meet individual needs
- Can deliver engaging learning using innovative methods to stimulate interest and excitement in the classroom

Experience in an SEN setting is desirable, but we welcome applications from teachers with a genuine interest and willingness to learn.

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!

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

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

What will you need?

- have QTS / newly qualified teacher
- experience of teaching pupils with complex learning difficulties
- be prepared to teach in any area of the school
- 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



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

In return, we will provide:

- A well-developed induction programme providing in-depth support and guidance
- The opportunity to be part of an Outstanding school with a strong, positive, caring ethos
- Excellent development opportunities giving the successful candidate the chance to grow professionally within a positive and supportive team.

How to apply

If you're ready to inspire, empower and support our amazing pupils, we would be delighted to receive your application. An application form can be found on our website [Springwell School - Vacancies](#) and should be returned to Rachel Ambrey, HR Lead, by email to 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 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 and a full online check of social media platforms.

If you do not hear from us regarding your application, unfortunately this means that you have been unsuccessful on this occasion. We thank you for your interest and wish you every success in your future applications.

Please note that we reserve the right to close a vacancy earlier than the advertised date if we receive applications that meet the criteria. We may also interview candidates at a mutually convenient time before the closing date, so please submit your application as soon as possible to avoid disappointment.

