



CHADSGROVE SCHOOL

TEACHER JOB SPECIFICATION

Key Responsibilities and Expectations:

1. Planning and Teaching:

- Plan and teach well-structured lessons, following an appropriate curriculum, that meet the individual needs of pupils, including those with profound and multiple learning disabilities or physical disabilities.
- Adapt teaching methods and resources to maximise learning for pupils with complex needs.
- Set high expectations which motivate and challenge pupils, leading to good progress and outcomes.
- Demonstrate good curriculum knowledge.
- Include life skills, communication and independence as integral parts of the curriculum.
- Use and maintain appropriate access technology and sensory resources to support learning.

2. Assessment and Monitoring:

- Accurately assess and record pupils' progress using school systems (e.g. SOLAR, Chadsgrove P-Steps, or other agreed frameworks).
- Set and regularly review EHCP targets and IEPs
- Use assessment data to inform teaching, interventions and adaptations to meet pupils' needs.

3. Behaviour and Pastoral Care:

- Promote the safety and wellbeing of pupils.
- Promote positive behaviour and support pupils' emotional and social development.
- Implement strategies to develop independence and self-regulation.
- Work with parent carers and external agencies to support pupils' development.

4. Collaboration and Leadership:

- Work collaboratively with Teaching Assistants, therapists and other professionals to ensure coordinated support for pupils.
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.



5. Professional Standards and Compliance:

- Maintain professional conduct and uphold all school policies, including safeguarding, health and safety and equality.
- Participate in arrangements for the appraisal and review of own performance and, where appropriate, that of other teachers and support staff.
- Ensure compliance with statutory SEND requirements and national guidance.
- Engage in continuing professional development relevant to SEND.
- Supporting the PGCE SEND Programme, delivering training and welcoming trainees into class.
- Leading CPD.

TEACHER PERSON SPECIFICATION

Specification	Essential	Desirable
Qualifications & Training	• Qualified Teacher Status (QTS) • Degree-level qualification in education or relevant subject	• Additional training in SEND
Experience	• Experience of teaching children or young people	Experience teaching in a SEND setting • Experience leading a subject, key stage, or team
Knowledge & Skills	• Strong understanding of SEND legislation, EHCPs, IEPs, and personalised learning • Ability to assess, monitor, and report on pupil progress • Excellent classroom management and behaviour support skills • Effective communication with pupils, families, and colleagues	• Knowledge of curriculum development for SEND learners • Knowledge of adaptive technology, sensory equipment, and communication aids • Knowledge of therapy-based strategies to support learning and wellbeing
Personal Attributes	• Patient, empathetic, and flexible approach • Commitment to inclusion, safeguarding, and equality • Resilient, reflective, and committed to professional development • Strong team-working and collaborative approach	• Creativity in teaching approaches and learning activities • Leadership potential or experience • Enthusiasm for extra-curricular activities or community engagement
Other Requirements	• Ability to comply with school policies and statutory guidance, including health and safety, safeguarding, and confidentiality	• Ability to contribute to whole-school development initiatives or curriculum planning

	• Willingness to participate in school events, trips, and duties	
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Safeguarding Statement

Chadsgrove School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Successful candidates will be subject to an Enhanced Disclosure and Barring Service (DBS) check, online checks, references, and confirmation of their right to work in the UK, in line with Keeping Children Safe in Education.

We will be taking up references before your interview. Please let your referees know to expect a reference request once you are notified if you are being interviewed (if you have indicated that we may contact them).

This role is exempt from the Rehabilitation of Offenders Act 1974.