



**Ark Acton
Academy**

Orchard SEND Teacher

Recruitment Pack

Orchard SEND Teacher – Job description

Job Title: Orchard SEND Teacher (SLCN & Cognition and Learning)

Reports to: SENDCo / SRP Lead

Responsible for: Teaching and learning within the Specialist Resource Provision (SRP)

Salary: MPS / UPS (UNQ / HLTA candidates with relevant experience will be considered)

Start date: September 2025

Term: Permanent

Job purpose

As an Orchard SEND Teacher, you will play a key role in delivering high-quality, inclusive education for students with Speech, Language and Communication Needs (SLCN) and associated cognition and learning needs within the Specialist Resource Provision (SRP).

You will be instrumental in ensuring that all students, regardless of their starting points or barriers to learning, are inspired, supported and challenged to achieve their full potential. You will deliver engaging, differentiated lessons and provide targeted interventions that enable pupils to make strong progress against their EHCP outcomes.

You will contribute to a culture of high expectations, strong relationships and inclusive practice, working collaboratively with colleagues, families and external professionals to ensure every pupil can access learning and thrive both academically and socially.

Key Responsibilities

Teaching and Learning

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, meeting progress and attainment targets.
- Plan and deliver well-structured, differentiated lessons aligned to the curriculum, adapting teaching to meet the needs of pupils with SLCN and cognition and learning needs.
- Demonstrate an in-depth understanding of how speech, communication and language needs present as barriers to learning and adapt teaching accordingly.
- Deliver teaching that supports access to the curriculum, including Key Stage 2 content where appropriate due to pupil attainment levels.
- Use data effectively to inform teaching, identify areas for intervention and provide feedback to students, staff and families.
- Monitor the progress of students closely and act on this information to improve outcomes.

Specialist SEND Provision

- Be responsible for the quality of teaching and learning for all pupils within the SRP, taking full account of EHCP needs and barriers to learning.
- Provide evidence of progress towards EHCP outcomes, contributing to Annual Reviews in collaboration with the SEND team.
- Lead the delivery of targeted group interventions to support pupils' communication, cognition and learning needs (training will be provided).
- Promote positive mental wellbeing for all students within the SRP.
- Create a stimulating, structured and supportive learning environment that promotes engagement and independence.

Collaboration and Communication

- Work collaboratively with staff members, sharing good practice and contributing to a strong, inclusive team culture.
- Communicate effectively and consistently with parents and carers to support pupil progress and wellbeing.
- Attend meetings, act on information shared and cascade key information appropriately.
- Work with colleagues, students and families to develop a strong and supportive school community.
- Participate actively across the wider network, including attending meetings and contributing to shared initiatives where appropriate.

Principal Accountabilities

PLANNING AND DELIVERY OF LESSONS

- Plan and deliver high-quality, differentiated lessons tailored to the needs of pupils within the SRP.
- Ensure teaching is responsive to assessment data, EHCP targets and individual learning needs.
- Develop and adapt curriculum content to meet a wide range of abilities, including pupils working at Key Stage 2 levels.
- Create a positive, inclusive and engaging classroom environment that supports learning and independence.
- Maintain high expectations of behaviour and learning, ensuring pupils can access education effectively.

ASSESSMENT, REPORTING AND COMMUNICATION

- Use assessment data to monitor progress and inform planning and intervention.
- Provide clear evidence of progress towards EHCP outcomes and contribute to Annual Reviews.
- Maintain accurate records of pupil attainment, progress and intervention impact.
- Communicate effectively with parents, carers and external professionals.
- Support strategies to address underachievement and remove barriers to learning.

INTERVENTIONS AND CURRICULUM DEVELOPMENT

- Lead and deliver targeted group interventions to support communication, cognition and learning needs.
- Contribute resources and materials to support the development of the SRP curriculum.
- Develop teaching and learning within the curriculum area to improve outcomes for SEND learners.
- Contribute to the development of pupils' cultural capital and enrichment opportunities.
- Support and contribute to the extra-curricular programme to enhance learning experiences.

PROFESSIONAL DEVELOPMENT

- Take responsibility for ongoing professional development, including SEND-specific training and research.
- Continuously develop knowledge of SLCN, cognition and learning needs and inclusive teaching strategies.
- Reflect on practice and implement improvements to enhance teaching effectiveness.
- Contribute to collaborative working and professional learning within the school and wider network.

PASTORAL RESPONSIBILITIES

- Act as a form tutor for pupils within the SRP, monitoring and supporting their academic and personal development.
- Deliver and contribute to PSHE programmes within the tutor group.
- Promote positive mental health and wellbeing for all pupils.
- Implement behaviour systems effectively to ensure a safe and productive learning environment.

NON-SUBJECT RESPONSIBILITIES

- Demonstrate consistently high expectations of all pupils and a commitment to inclusion and safeguarding.
- Promote positive values, attitudes and behaviour through strong relationships and role modelling.
- Develop and maintain strong relationships with pupils, staff and the wider community.
- Contribute to enrichment, wider school life and pupil recruitment activities where appropriate.
- Ensure compliance with safeguarding, health and safety and all academy policies.
- Undertake any other duties as required by the Headteacher commensurate with the post.

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Headteacher/ Line Manager.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree or relevant qualification / equivalent experience • Right to work in the UK 	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • SEND or SLCN-related qualifications • HLTA qualification or equivalent experience
Experience	<ul style="list-style-type: none"> • Experience supporting or teaching pupils with SEND, particularly SLCN and cognition and learning needs. • Experience using data to monitor progress and inform teaching. • Ability to deliver differentiated learning to meet a range of needs 	<ul style="list-style-type: none"> • Experience working within a Specialist Resource Provision or similar setting • Experience supporting EHCP processes and Annual Reviews. • Experience delivering targeted interventions
Knowledge	<ul style="list-style-type: none"> • Understanding of speech, language and communication needs and their impact on learning • Knowledge of strategies to support pupils with SEND • Awareness, knowledge & experience of Safeguarding & Child Protection issues. 	<ul style="list-style-type: none"> • Knowledge of Key Stage 2 curriculum delivery • Understanding of EHCP processes and SEND frameworks
Skills	<ul style="list-style-type: none"> • Strong communication and interpersonal skills • Ability to build positive relationships with pupils, staff and families • Ability to adapt teaching strategies to meet diverse learning needs • Strong organisational and time management skills 	<ul style="list-style-type: none"> • An ability and willingness to teach across more than one subject. • A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals' and cohorts' attainment. • Competent user of ICT.
Motivation	<ul style="list-style-type: none"> • Willing to be fully engaged in the whole life of the school including extra-curricular activities. • A commitment to the safeguarding and welfare of all pupils. • Passion for supporting pupils with SEND • Commitment to inclusion and high expectations • Resilient, reflective and adaptable 	<ul style="list-style-type: none"> • Experience of leading successful enrichment and extracurricular activities, which inspire and motivate learners.

	<ul style="list-style-type: none"> • Strong team player with a collaborative approach 	
Attributes	<ul style="list-style-type: none"> • The ability to enthuse and inspire others. • Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction. • Confidence and self-motivation to work well and be decisive under pressure. • A high level of honesty and integrity. • Personal stamina & energy including a good record of attendance and health. • A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision. 	<ul style="list-style-type: none"> • An entrepreneurial attitude.

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands, or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click [this link](#).

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