



Co-op Academy
Delius

SEN TEACHER

Co-op Academy Delius

Candidate Pack



Welcome



Dear Applicant,

It is a pleasure to welcome you to Co-op Academy Delius.

I have had the privilege of being the Headteacher of this fantastic Academy since September 2021.

20 years of working within special education has provided me with the commitment and drive to provide the highest quality of education, environment and experiences for the exceptional pupils who attend the academy. The highly skilled and dedicated staff team I work with at Co-op Academy Delius are passionate about supporting our pupils, and each other and we recognise the importance of working in partnership with parents and other professionals as well as enhancing our links in our local community and beyond. As an academy we value and recognise the important role that the staff, governors, parents/carers and the wider community play in supporting our pupils and their school life.

At Co-op Academy Delius we strive to provide a personalised, ambitious and challenging curriculum with the highest of expectations where pupils are given a voice and are encouraged to be independent and actively participate in their education. Our curriculum is planned to promote pupils acquiring skills and knowledge which they are able to retain and recall, enabling them to live their lives to the fullest and access society. Our academy community is passionate and creates innovative learning opportunities in exceptional learning environments whilst promoting holistic as well as academic development.

It is my intention that the academy promotes an ambitious, positive, safe, stimulating and nurturing environment in which all staff and pupils feel valued and their successes and achievements are recognised and appreciated. I am very proud of our community, our pupils and their successes. Our academy is full of incredibly talented pupils and staff who are seen and known as individuals and I encourage you to explore our website further or arrange a visit to learn more about our academy which is a truly amazing place to learn or work.

Emma Hardaker | [Headteacher](#)



SEN Teacher

Job Description

Salary / grade range	Main Pay Scale (range £31,650pa - £43,607pa) Upper Pay Scale (range £45,646pa - £49,084pa) <i>Plus, SEN Allowance £2,679pa</i>
Location	Co-op Academy Delius
Reports to	Responsible to the Head of School, Senior Leaders and Pathway Lead through the school's leadership and management structures.

Purpose of role:

- To plan, implement and deliver an appropriate and adapted curriculum for all pupils.
- To contribute to the development and success of the pathway you work in.
- To lead a designated curriculum subject area where appropriate.
- To contribute to raising standards of pupil attainment.
- To monitor and assess pupil progress to improve their quality of learning and personal growth.
- To be committed to meeting the needs of the whole child.
- To undertake the professional duties outlined above by having regard to national standards.

Key accountabilities (and specific duties / responsibilities):

- Responsible for the effective and efficient use of any staff who support the post holder in their delivery of teaching and learning and any other responsibilities related to the role.
- To teach pupils assigned to the teacher and to ensure that planning, preparation, recording and assessment meet their varying learning and social and emotional needs.
- To be prepared to teach across the SEN and age range of the academy.
- Assist in the development of the curriculum, programmes of study, resources, and teaching strategies within the school.

- To set challenging targets for pupils learning based on prior attainment.
- To devise, contribute to and implement statutory assessment, annual reviews and Personalised Learning Goals (IEPs).
- To implement and follow school policies and procedures.
- Use ICT to support learning and teaching and raise standards.
- To meet with performance management team leaders to set and review appropriate objectives in line with personal, professional school priorities.

Professional expectations

- Put pupils first and their safety foremost.
- Follow Standard Operating Procedures and contribute to their review.
- Work as partners with class teams by taking part in briefings and collaborative pathway discussions.
- Liaise with parents and other partners.
- Rigorously apply school policies and ensure procedures are followed.
- Participate in supervision duties.
- Participate in professional development opportunities.
- Contribute to a positive safety culture.
- Promote the inclusion and acceptance of all pupils within the classroom.
- Encourage pupils to interact and work cooperatively with others and engage all pupils in activities.
- Challenge and motivate pupils, promote and reinforce self-esteem.
- Support pupils constantly whilst recognising and responding to their individual needs.
- Contribute to the overall ethos/work/aims of the academy.
- Contribute to Co-op's overall vision, values and guiding principles.
- Attend and participate in continuous professional development opportunities and participate in collaborative academy development working parties.
- Comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns
- To carry out any other reasonable request as and when required
- Model the Ways of Being Co-op for staff and students in their Pathway to follow:
 - Do what matters most
 - Be yourself always
 - Show you care
 - Succeed together

Whilst every endeavour has been made to outline the main responsibilities and duties of the post, the above is not an exhaustive list of responsibilities

Personal attributes required (based on job description):

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I) test (T)
<p>Qualifications</p> <ul style="list-style-type: none"> ● Honours degree or equivalent ● Qualified Teacher Status ● Higher degree qualification ● Postgraduate SEN course 	<p>Desirable Desirable</p>	<p>A A A A</p>
<p>Experience</p> <ul style="list-style-type: none"> ● Successful teaching experience with pupils with a wide range of SEN. ● Experience of planning, resourcing and delivering an adapted curriculum. ● Experience of monitoring and assessing pupil progress accurately and efficiently. ● Experience of/willingness to train in Behaviour Management – Team Teach. ● Experience of/willingness to train in Moving and Handling. ● Experience of/willingness to train in <ul style="list-style-type: none"> ○ communication strategies which ○ enable/support pupils to access the curriculum and the world around them. ● Experience of a wider range of schools and other educational establishments ● Experience of working with a range of multi-agency professionals. 	<p>Desirable Desirable</p>	<p>A / I A / I A / I A / I A / I A / I A / I</p>
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> ● Awareness of the SEN Code of Practice. ● Conversant with National Strategies and the National Curriculum. ● Understanding of conduct of performance management. ● Awareness of the priority to safeguard pupils and legislation related (KCSIE) ● Practical understanding of effective teaching and evaluation strategies. ● Awareness of the characteristics of an effective special school. Awareness of strategies to raise pupil achievement and support behaviour. ● Able to motivate pupils and staff, setting high standards and provide a focus for improvement. 		<p>A / I A / I A / I A / I A / I A / I A / I</p>

<ul style="list-style-type: none"> ● Experience of adapting and delivery an effective curriculum to meet the needs of pupils with a wide range of SEN. ● Able to prioritise workload and meet deadlines. ● Experience of monitoring and evaluating teaching. ● Involvement in school improvement work. ● Specialist subject knowledge. 	<p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A/I</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> ● A personal commitment to equal opportunities, diversity and promoting good race relations. ● Candidates should indicate an acceptance of and commitment to the principles underlying the Co-op's Equal Rights policies and practices. ● Ability to relate well to pupils and adults. ● Ability to work constructively as part of a team. ● Ability to remain calm under pressure. ● Good co-operative, interpersonal and listening skills. ● Ability to demonstrate openness, good humour, energy, enthusiasm and a sense of proportion. ● Flexible and willingness to accept change. ● Ability to maintain confidentiality. ● All our colleagues are expected to demonstrate a commitment to co-operative values and principles, British Values and the Ways of Being Co-op. ● Trained in Equality of Opportunity. 	<p>Desirable</p>	<p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p>

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check with appropriate childrens and/or adults barred list check if necessary. A person who is included in the childrens or adults barred list commits an offence if they engage in regulated activity from which they are barred.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.

Ofsted September 2023

Please read our successful Ofsted Report, rated as "Good" here are just a few statements which we are particularly proud of:

"Leaders at all levels ensure the curriculum is designed well to meet the needs of pupils with SEND. The ambitious curriculum clearly sets out the key knowledge and skills pupils will learn".

"Leaders at all levels ensure staff feel well supported".

"Staff feel equipped to support and teach pupils well....They say that their workload is manageable and that they have job fulfillment".

"Leaders at all levels carefully consider ways to promote diversity and explore pupils' heritage..... The school is calm and orderly. As a result, pupils behave well".





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<https://delius.coopacademies.co.uk/>

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MARCH 2025