



JOB DESCRIPTION

Primary or secondary teacher

Grade: MPS / UPS depending on experience + SEN allowance (suitable for ECTs)

Downland School is a co-educational maintained community special school for pupils aged between 11 and 16 who have an Education, Health and Care Plan (EHCP).

Our pupils have varying aptitudes and abilities; we are extremely proud of all their achievements and progress. Our pupils have a range of Special Educational Needs and Disabilities (SEND) including Autism (ASC); attachment disorders and Social, Emotional Mental Health (SEMH) difficulties. We seek to ensure that, by the time they leave us, our pupils emerge as self-confident individuals able to manage their own learning; equipped with the skills and competencies to successfully take the next steps in their lives.

We are a friendly, happy and caring school, providing a positive, inclusive and enriching educational experience for our young people. We view each of our pupils as unique and shape our provision to meet their individual needs and accelerate their progress in a variety of areas e.g. personal, social, and academic and well-being. Our commitment to supporting the 'whole' child and their development is underpinned by our strong pastoral systems and our committed and trained staff. At Downland we promote inclusion and equality and celebrate diversity.

Our mission statement is '**Aspire, Achieve and Thrive**'.

We are now looking to appoint a dynamic and ambitious Teacher of Primary. This is an exciting opportunity to join our enthusiastic, committed and professional team and to teach pupils from year 7 to year 11.

You will have a passion for teaching, be an excellent practitioner and have the ability to teach pupils with SEND. You will be an integral part of a team building an accessible curriculum. You will focus on literacy and numeracy acquisition alongside PSHEE. Our core aims are: to have significant, positive impact on our young people's lives, securing the very best outcomes.

Main purpose of the post:

To plan and deliver outstanding lessons for small groups of pupils or working 1:1, ensuring that all pupils make at least expected progress towards their individual targets and EHCP outcomes.

The post will include teaching literacy, numeracy and supporting personal development within a range of our specialist curriculum pathways.

- To raise standards of pupils' attainment for all pupils and secure personal development outcomes.
- To monitor and support pupils' progress in literacy, numeracy and PSHEE and work collaboratively with subject leads to ensure the best outcomes for pupils.
- To ensure the provision of an appropriately broad, balanced, relevant and adapted curriculum for all pupils.

- Teach high quality and engaging lessons enabling access for all learners. Demonstrate a commitment and passion for delivering adaptive SEND teaching
- To promote educational opportunities for all pupils through the development of effective teaching and learning.
- To actively promote innovation and creativity, with a SEND focus, within your teaching and lessons.
- To be committed to your own Continued Personal Development and Learning (CPDL) with a particular focus on broadening the curriculum further.
- To fully engage in the wider role of mentor and participate in the full wider school duties.
- To liaise with colleagues across the school in developing healthy behaviours and develop resilience across the curriculum.

Key duties and responsibilities:

- Deliver adaptive lessons to pupils, overcoming their SEND difficulties and maximising engagement. Consistently be a good or outstanding teacher.
- Maintain good relationships for learning and high standards of behaviour. Show and demonstrate a commitment to the principles set out in 'The Downland Way'.
- Develop innovative, non-traditional approaches teaching our young people. Promote inclusion and celebrate diversity.
- Participate fully in the development of the curriculum in order to ensure appropriate access and achievement for all pupils, despite their individual Special Educational Needs and Disabilities (SEND).
- Comply with and implement the school's marking, feedback and assessment policy.
- Actively monitor and follow up pupil progress by establishing an effective process of target setting, tracking and monitoring in line with the whole school policy.
- Ensure pupils and parents/carers are well informed regarding attainment and progress. Comply with all aspect of the schools reporting systems, both academic and pastoral.
- As mentor, ensure you fully adhere to and deliver all aspects of the school's pastoral support programmes, strategies and interventions.
- When appropriate, fully engage with multi-disciplinary teams to support all stakeholders
- Fully engage in performance management arrangements and the school's CPDL programme. Additionally, take responsibility for your own professional learning with a particular focus on the development of your subject areas e.g. stay up to date with all innovation, 'best practice' and research in relation to your subject area(s)
- To engage/consult with relevant colleagues within the school in formulating policies pertinent to your subject areas and Health and Safety.
- Contribute to the implementation and realisation of the School Improvement Plan (SIP). Fully participate and contribute to all aspects of the School's Self-evaluation processes.

Notes:

- The above are subject to the general duties and responsibilities as contained in the School Teachers Pay and Conditions Document.
- All teachers are expected to meet the Teachers Standards in full.

- Downland School is committed to safeguarding and promoting the welfare of all pupils and expects all staff to share this commitment.
- This Job Description is not definitive. Responsibilities may vary from time to time in line with school priorities and national developments. The post holder will be consulted prior to any significant changes being made.

January 2026