



## SEND Cover Teacher

Location: Vanguard School, Lambeth, London

Basis: Full time (Permanent)

Salary: NJC Pay Scales (£29,064 - £40,777) depending on experience

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### About Us

The Liberty Academy Trust is an education charity established in 2022. Our purpose is to deliver an education for our children that meets their needs, aspirations, and interests, and which prepares them well for adulthood. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all our children and young people can be successful now and in their future lives.



We are currently a small Trust of three academies, with plans to grow so that our reach and impact can extend further. Committed to providing an excellent education for autistic children and young people, our approach is to support the whole child, offering a balance of personalised teaching and therapeutic support as standard.



The Vanguard school in Lambeth opened in 2020 and provides a curriculum for students from across the spectrum who have a range of learning needs. The school provides opportunities for the development of a wide range of independent living skills, focusing on community inclusion.



Thank you for your interest in this role our Vanguard school. As part of Liberty Academy Trust, we want to challenge any sense that, as a special school, children's aspirations are limited. Our values of courage, determination and teamwork are the key drivers to bring about positive change, so that all of our children and young people can be successful now and in their future lives.

At Vanguard, you will discover a curriculum that builds upon a 'Quality of Life' framework, this is driven by a staff team of Keyworkers, Teachers, Learning Mentors, Therapists and Leaders, that are all champions for young people with specialist needs. The team inspire and create a safe, friendly and supportive environment for young people to thrive.

Designed by Pozzoni Architecture, the specialist autism school occupies an urban plot in Lambeth, close to modern residential developments and a variety of local amenities. As well as high-quality learning facilities, the two-storey, 2,500m<sup>2</sup> building also contains 14 classrooms, a soft play area, a sensory room, a library and two therapy rooms.

**Jo Galloway, Director of Education**

## The Opportunity

A breakthrough can seem like the smallest thing, but it can make the world of difference to someone on the autism spectrum. By joining our team at Vanguard, you'll help make every day breakthroughs happen more often. You'll contribute to our work in delivering high standards of teaching, learning and achievement, and will seek to foster a love of the subject at every level.

You will be a qualified teacher capable of inspiring pupils through your energy and enthusiasm for your subject; and will share our passion for building a school that works for autistic children and young people. You'll have the ability to supervise prepared lessons in the absence of the usual class teacher, maintaining the continuous learning and development of the students and on occasion may be required to perform form tutor responsibilities. You will help us deliver a personalised curriculum that is relevant and motivating for children on the autism spectrum and will be capable of working with pupils with a range of complex needs.

You will demonstrate your flexible approach when cover is not required, with an expectation to undertake other administration tasks and duties as directed by the principal that are commensurate with a cover teacher role.

A school is nothing without a skilled and dedicated staff team. This is a wonderful opportunity to be part of our journey in establishing excellence in the education of autistic pupils. We offer a competitive salary and pension, as well as a range of benefits and a focus on staff wellbeing. More importantly, we offer the opportunity to play a part in highly rewarding work, as part of an ambitious and supportive team.

## Recruitment Process

**Application deadline:** Midnight on Wednesday 14<sup>th</sup> January 2026

**Interviews:** Week Commencing 19<sup>th</sup> January 2026

**Anticipated start date:** January 2026

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2025. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including volunteers and staff employed by contractors.

Our safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking online checks and an Enhanced DBS check.

We are an equal opportunities employer. Applications for this job are sought from anyone who is suitably qualified and experienced for the role, including those with protected characteristics, and particularly welcome from neurodivergent individuals. We are very happy to discuss adjustments to the recruitment process for those that need it

Please note that we can only consider applicants who are legally entitled to work in the UK.

## Job Description

- Provide the highest standard of support, assisting children in achieving their maximum potential through the implementation of the SPELL framework
- Deliver and supervise work that has been set in accordance with school policy, supporting a broad and balanced curriculum
- To assume responsibility for classroom management including the environment, staff and children
- Develop a provision of the highest possible quality of education and maintain a supportive atmosphere, ensuring the safety, protection and wellbeing of each child
- Support and develop curricular areas and monitor teaching standards for these areas
- Assist in the development of the curriculum
- Report on and discuss children's attainment, achievement and progress with the subject teacher, parents and any other bodies that have statutory functions
- Support monitoring, assessing, reporting, recording and evaluation of learning experiences

- Participate in the Trust Curriculum Network and contribute to policy, practice and understanding of effective pedagogy across our schools
- Liaise with partner schools, feeder schools, universities and HE institutions, sharing and learning best practice and using it to inform the practice of the subject team
- Work towards and support the school vision and the current school objectives outlined in the School Development Plan
- Contribute to the broader life of the school and the school's programme of extra-curricular activities. Support and contribute to the school's responsibility for safeguarding students
- Always comply with Trust policies and procedures, including, but not limited to, Safeguarding, Health and Safety and employment policies.
- Work within the Trust's Equality and Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, and conduct; and maintain positive, courteous relations with students, parents and colleagues.
- Engage actively in the appraisal and performance review process, and in relevant continuing professional development.
- Be willing to travel to the Trust's schools and other sites as needed.

Job descriptions only reflect 80% of a role and are not an exhaustive list of duties. You are expected to carry out other activities that are within the scope of the role. The job description will be kept under review and modified from time to time.

## Person Specification

### Essential

#### Qualifications, Training and Knowledge

1. Teaching certificate and qualified teacher status
2. Excellent subject knowledge, and knowledge of National Curriculum requirements at KS1, KS2, KS3 and KS4
3. Understand the theory and practice of effective teaching and learning
4. Understand the importance of high expectations and equality of access for all students
5. Knowledge of safeguarding responsibilities

## Skills and Experience

6. Proven track record of delivering or supporting on academic performance at Key stage 3 and 4
7. Experience of writing lesson plans, schemes of work, with appropriate adaptations for children with SEND
8. Experience of developing resources and assessing students' work
9. Able to create a safe learning environment where students are motivated and encouraged to raise their aspirations
10. Excellent written and verbal communication and presentation skills, including the ability to communicate positively with parents, carers and external agencies.
11. Ability to use common software applications; knowledge of best practices for protecting personal and organisation data; and an aptitude for adapting to emerging technologies

## Personal Qualities and Attributes

12. An understanding of and commitment to the aims, vision and values of the Liberty Academy Trust and the principles of public life
13. Able to work collaboratively as part of a team
14. Able to work effectively with families, governors, multi-disciplinary professionals and other agencies
15. Enthusiasm and energy; stamina and resilience
16. Able to remain calm when situations become challenging
17. Self-discipline and self-motivation; highly responsive and able to work under pressure and to tight deadlines
18. Able to promote high standards of education, care and behaviour, and present a positive image of the school
19. A commitment to equality, diversity and inclusion
20. A demonstrable commitment to continuing professional development

## Desirable

21. Previous experience of teaching in a Special School environment would be an advantage
22. Recent relevant training on SEND would also be an advantage

