



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.

It is a true honour to serve as the new Head of School at this remarkable Academy.

Since joining in 2020, I have had the privilege of seeing first-hand the dedication, skill, and passion of our staff, who work tirelessly to provide the very best educational experiences for our pupils. Together, we deliver an ambitious, specialist, and personalised curriculum that enables every child to thrive. We believe that learning to communicate is a vital foundation for our pupils; helping them to access the wider world, keep themselves safe, and grow towards greater independence.

At Co-op Academy Delius, we place partnership at the heart of everything we do. By working closely with families, medical and non-medical professionals, Community Council Members, and the wider community, we ensure that the holistic needs of our pupils are met. The voices of all those who are important in our pupils' lives are not only valued, but actively shape the ongoing development of our curriculum.

My vision is for our Academy to remain a safe, positive, nurturing, and aspirational place where pupils are provided with irresistible opportunities to engage in learning, and where both staff and pupils feel valued, supported, and celebrated for their achievements.

I warmly invite you to explore our website and social media to discover more about our work - or better still, come and visit us to experience first-hand the inspirational environment that makes Co-op Academy Delius such a special place.

Matthew Round | [Head of School](#)



At Co-op Academy Delius, we believe we should all have an equal chance to succeed. We are committed to delivering an exceptional educational experience designed to meet the needs of every pupil.

Our goal is to provide a personalised, ambitious, and challenging curriculum that allows all pupils to reach their full potential while promoting independence and active participation in their education.

Our students thrive in an environment where they are valued for their unique qualities, and our high aspirations propel them toward exceptional achievements.

Working at Co-op Academy Delius means joining a passionate team that believes in the limitless potential of its pupils. Staff here are not just teachers but mentors who recognise and nurture each student's unique talents and aspirations.



## Curriculum

Our bespoke curriculum is designed to accommodate the diverse needs of our pupils. It focuses on both academic and holistic development, ensuring students acquire essential skills and knowledge. Themes and topics are carefully selected to provide exciting, real-world learning experiences. Each key stage accesses the same themes, but differentiation is provided to challenge students at every level, ensuring progression as they advance through their school journey. Communication is a priority at Delius, as we recognise that strong communication skills are essential for safeguarding and success in all areas of life. Our curriculum emphasises the development of these skills, with books and themes supporting communication for all pupils. Additionally, our curriculum focuses on life skills, independence, and preparation for the future, ensuring our pupils are equipped for the next stage of their education and beyond.

## Values

Our academy is grounded in Co-op's values - self-help, equity, and social responsibility - promoting a caring, inclusive environment where respect and cooperation are key. Students and staff are encouraged to embody our Ways of Being in their everyday actions. These include; "Do What Matters Most," "Succeed Together," "Be Yourself Always," and "Show You Care." Our shared values are visible in the everyday culture of the school, creating a strong sense of community.

## Facilities

The academy is equipped with state-of-the-art facilities, providing a rich learning environment tailored to the unique needs of our pupils. These include a hydrotherapy pool, sensory rooms, and therapeutic spaces designed to support pupils' sensory and physical development. Our highly trained and passionate staff ensure that each child receives the individualised support they need to thrive, creating a safe and stimulating environment where they can flourish.

We also offer a wide range of extracurricular activities such as educational visits and hands-on learning, to enrich pupils' experiences. Our commitment to providing a safe and welcoming environment ensures that all students feel comfortable and valued, fostering a sense of belonging that enhances their educational journey.

Joining Co-op Academy Delius means becoming part of a dedicated and passionate team of professionals who are committed to making a difference. The academy's ethos of inclusivity, personalised education, and community engagement provides a rewarding environment for staff, where creativity and collaboration are encouraged. You will work alongside passionate educators and have the opportunity to make a real difference in the lives of young people, helping them to discover and achieve their full potential.

# SEN Teacher

## Job Description

Salary / grade range	Main Pay Scale (range £32,916pa - £45,352pa) Upper Pay Scale (range £47,472pa - £51,048pa) Plus, SEN Allowance £2,787pa
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)
<b>Qualifications</b> <ul style="list-style-type: none"> <li>• Honours degree or equivalent</li> <li>• Qualified Teacher Status</li> <li>• Higher degree qualification</li> <li>• Postgraduate SEN course</li> </ul>	Desirable Desirable	A A A A
<b>Experience</b> <ul style="list-style-type: none"> <li>• Successful teaching experience with pupils with a wide range of SEN.</li> <li>• Experience of planning, resourcing and delivering an adapted curriculum.</li> <li>• Experience of monitoring and assessing pupil progress accurately and efficiently.</li> <li>• Experience of/willingness to train in Behaviour Management – Team Teach.</li> <li>• Experience of/willingness to train in Moving and Handling.</li> <li>• Experience of/willingness to train in <ul style="list-style-type: none"> <li>○ communication strategies which</li> <li>○ enable/support pupils to access the curriculum and the world around them.</li> </ul> </li> <li>• Experience of a wider range of schools and other educational establishments</li> <li>• Experience of working with a range of multi-agency professionals.</li> </ul>	Desirable  Desirable	A / I  A / I  A / I  A / I  A / I  A / I  A / I
<b>Skills, Ability, Knowledge</b> <ul style="list-style-type: none"> <li>• Awareness of the SEN Code of Practice.</li> <li>• Conversant with National Strategies and the National Curriculum.</li> <li>• Understanding of conduct of performance management.</li> <li>• Awareness of the priority to safeguard pupils and legislation related (KCSIE)</li> <li>• Practical understanding of effective teaching and evaluation strategies.</li> <li>• Awareness of the characteristics of an effective special school. Awareness of strategies to raise pupil achievement and support behaviour.</li> <li>• Able to motivate pupils and staff, setting high standards and provide a focus for improvement.</li> </ul>		A / I A / I A / I A / I A / I A / I A / I

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

## Wellbeing & Benefits

- Excellent opportunities for personal and career development within the Co-op Academies Trust;
- Co-op Academy Trust & Academy Reward & Recognition scheme;
- Effective, supportive and dynamic leadership, with well-being high on the Agenda;
- Free breakfast each Wednesday to connect and chat with leadership and colleagues across Delius;
- A welcoming, friendly, supportive, effective and efficient professional / Continuing professional development.
- Opportunity to continue to enhance your continual professional development (CPD) and opportunity to join Delius CPD reward & incentive scheme;
- Employee benefits such as staff family swim, season ticket, reduced gym membership, cycle to work scheme and much more;
- Once signed up to our “Colleague Membership” scheme you will receive a discount off most Co-op branded products and discount off most branded products on colleague member payday events! You can also access discount on Co-op Funeral care, Co-op Legal Services & Insurance (including Pet insurance, Travel insurance, Life insurance, over 50 insurance and breakdown cover);
- Free access to a confidential 24/7 Employee Assistance Programme;
- Free flu vaccine and eye test with money towards glasses;
- A superb, school building with a flexible and creative ICT rich working environment;
- Local Government Pension Scheme and recognised continuous service.



## 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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*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. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.*

Feb 2026