



Wyvern St Edmund's
Academy

APPLICATION PACK



SEND Intervention Teacher

REQUIRED FOR:

13TH APRIL 2026 (OR EARLIER IF POSSIBLE)

CLOSING DATE FOR APPLICATIONS:

9AM FRIDAY 12TH DECEMBER 2025

GENEROSITY RESPECT ASPIRATION COURAGE EMPATHY



Welcome from the Headteacher



Wyvern St Edmund's
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Dear Prospective Applicant,

Welcome to Wyvern St Edmund's Academy (WSE). As Headteacher, I am immensely proud to lead the school and serve its community of students, staff and parents/carers. WSE is a founding member of the Magna Learning Partnership, situated on the eastern outskirts of Salisbury with beautiful views over the Laverstock Downs to the east and Salisbury Cathedral to the southwest. We are proud of our reputation for high-quality teaching, excellent academic outcomes and strong, effective pastoral care.

In September 2022 we legally opened as Wyvern St Edmund's Academy, enabling us to take full advantage of the benefits associated with inclusive coeducational learning and social development. Wyvern College and St Edmund's School were formally two separate schools, just a few yards apart: Wyvern for boys and St Edmund's for girls. Over the past 15 years the schools have worked closely together, sharing: expertise, staffing resources and mixed GCSE classes.

We have a tremendous team of support staff, teachers and teaching assistants - some of the most talented professionals I have ever worked with - all of whom are proud to work at WSE and passionate about educating, supporting and nurturing our young people. Our collective vision of helping each student to develop into the best version of themselves is at the heart of everything we do and motivates us to provide impactful teaching, comprehensive pastoral care and extensive extra-curricular provision. Moreover, our vision is rooted in Christian beliefs and values whereby we expect our students to use their developing gifts, talents and character to serve others in the local community and beyond (1 Peter 4:10).

Being a vibrant, happy and forward-looking school, WSE is without doubt a great place to teach. Our parents and carers are hugely supportive of the school and we pride ourselves on forming strong and effective partnerships with young people and their families; we work collaboratively throughout any challenges and rejoice in the many successes which come from being part of a wonderful school.

New staff joining the school can be assured of a warm, supportive environment along with excellent professional opportunities for all staff and a strong sense of shared vision and ethos.

We have a close and positive relationship with Salisbury Sixth Form College (S6C) which is a short drive away from WSE. Our partnership with the college means that there are opportunities to work collaboratively with KS5 students and teachers.

I look forward to meeting you so that you can see for yourself just how great Wyvern St Edmund's is.

Yours sincerely,

Mr B Burley
Acting Headteacher

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About this Role



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Thank you for your interest in applying for this post. This is an exciting opportunity to join a happy and successful school with excellent achievement and delightful students.

The role:

We are seeking to appoint a SEND Intervention Teacher who is passionate about supporting students with SEND to be the best version of themselves and assist them in securing their academic and personal potential.

You will be working in a large learning Support team where you will contribute to the development of outstanding teaching and achievement. You will be supported throughout by a strong leadership team who are ambitious for every student.

The successful candidate will have:

- Excellent pedagogical skills.
- Significant experience of working with young people with SEND.
- Training for, and experience of, delivering interventions especially cognition and learning based
- The creativity, experience, determination, organisational and teamworking skills to inspire our students and work well with all staff.
- High aspirations for and from every student and every member of staff.
- Ambition for their future career.

Contractual details:

- Fixed Term initially with potential for permanent
- 1.0 FTE
- Required for: 13th April 2026
- Salary: Main scale or UPS plus SEN Allowance
- Closing date for applications: 9am 12th December 2025
- Interviews will take place on: Week commencing 15th December 2025

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About this Role



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Our Commitment:

At WSE, we are committed to a knowledge-rich curriculum and a traditional teacher led, interactive approach to teaching, behaviour, and culture. We believe in teaching powerful knowledge, the best that has been thought and said,' and providing a compelling aspiration-raising ethos. Our approach is greatly influenced by Doug Lemov's 'Teach Like A Champion,' Rosenshine's principles, and recent developments in cognitive science. We have a consistent, routinised, collective philosophy around teaching and learning and aim to create a scholarly culture that is warm, strict, disciplined, and joyful, ensuring impeccable behaviour so that teachers can focus on teaching and pupils can focus on learning.

Values and Vision:

We are values-driven and our vision is to provide an inclusive, aspirational, and academic education for all our students, enabling them to learn, thrive, and lead successful lives. We are unapologetically ambitious for every child, regardless of their background, prior attainment, or needs. We do not lower expectations due to a child's background or home life; instead, we redouble our efforts to help them overcome barriers and flourish.

Staff Support:

We value our staff highly and take workload seriously. Our systems are designed to be high leverage, allowing you to focus on your core purpose – teaching – in a sustainable way, free from bureaucracy or poor behaviour.

What We Offer:

- Extensive support and progression opportunities
- A knowledge-rich curriculum built on 'powerful knowledge'
- Collaborative planning with centralised, shared units of work and resources
- Excellent support from the MLP team
- A feedback policy focused on whole class feedback – no onerous marking policies
- Disruption-free learning and a 'warm/strict' behaviour system
- Highly visible and supportive senior leaders
- Centralised detentions
- No formal graded lesson observations – just ongoing supportive feedback
- Excellent ongoing CPD, career development, and promotion opportunities

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Why work at WSE?



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We are committed to a staff culture where people feel well-supported, professionally engaged, challenged and valued. In turn, this culture enables our students to become the best versions of themselves because they are nurtured and inspired by a committed, happy staff team. We are very proud of the progress that students make here at WSE. We are committed to a process of constant school improvement so that our students are afforded every opportunity.

Staff wellbeing is at the heart of our vision and all staff, as our most important resource, are to be valued, supported and encouraged to develop personally and professionally within a vibrant, empathetic and caring community.

There are some additional perks that we are able to offer such as private healthcare, reduced corporate gym membership, free car-parking and the Wiltshire Rewards cashback programme, which staff really appreciate. Staff also benefit from our commitment to professional development and, in working as part of a multi-academy trust with four secondary schools, groups of subject leaders and teachers are able to meet regularly to share ideas, schemes of work and to moderate together.

Visit our website and see what our staff say
about [working at WSE](#)



Ofsted

In March 2025, Ofsted said that Wyvern St Edmund's is ambitious for pupils to achieve well noting that we have recently redesigned the curriculum to make it carefully sequenced and more ambitious. Through the merging of two separate schools, Wyvern St Edmund's is a school with a culture of togetherness and collective belonging.

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How to Apply

Please take time to look at the information about WSE through our website. Should you have any specific queries that are not answered by the information we have provided, or wish to visit the school prior to making an application, please contact our HR Team (hr@wyvernstedds.org; 01722 328565).

Please complete an application form which can be found on the vacancies page of our website www.wyvernstedds.org, alongside a letter of application (no more than 2 sides of A4 paper) in which you should detail the skills, attributes and experiences that make you an appropriate candidate. Please return to hr@wyvernstedds.org

Safer Recruitment Checks

Wyvern St Edmund's are relentlessly focussed on safeguarding and promoting the welfare of its children and young people and expects all staff and volunteers to share this commitment.

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, you will be required to apply for clearance from the Disclosure and Barring Service if you are successful in your application. This will take place before your appointment is confirmed. The clearance process will disclose details of formal cautions, reprimands and final warnings, as well as convictions. Having a criminal conviction will not automatically exclude you from employment – this will depend on the nature of the position, and the circumstances and background of the offences committed. However, it is an offence to apply for this role if the applicant is barred from engaging in regulated activity relevant to children.

Online searches with regards to information that is publically available online will also be carried out for all shortlisted candidates.

Equality

Wyvern St Edmund's will not discriminate in any area of employment and confirms its commitment to equality of opportunity in all areas. Applicants will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.

WSE are committed to supporting flexible working and will welcome applications from those that wish to work flexibly.

Job Description



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Job Title: SEND Intervention Teacher

Grade: Main scale or UPS plus SEN Allowance .

Main Job Purpose: To deliver small group lessons to students with enhanced learning provision.

To contribute to the planning, evaluation and curriculum developments in SEND for years 7-11.

To plan, oversee and deliver SEND interventions, specifically in English and Maths

Main Tasks and Responsibilities.

1. To plan and teach high-quality lessons or SEND interventions and to maintain a stimulating learning environment.
2. To implement the National Curriculum across the age range.
3. To pitch teaching at a suitably challenging level for all students in accordance with school targets.
4. To keep clear records in accordance with department and school policy, and to assess, monitor and report on individual pupils' work and progress.
5. To mark students' work in line with school policy.
6. To ensure all students make excellent progress through well-planned, differentiated classwork or intervention activities with determined follow-up and support.
7. To work with individuals and groups both within and outside the classroom setting.
8. To help plan the reintegration of students after extended absence or exclusion.
9. To monitor progress before, during and after the intervention to measure the impact.
10. To organise training for support staff.
11. To attend and participate in multi-disciplinary meetings
12. To act as a key worker for some students with EHCPs and to chair their annual reviews.
13. To collaborate with the classroom teacher to define appropriate activities for SEND students in relation to the curriculum.
14. To assess children who have long or short-term learning needs and work with colleagues to identify individual students' special needs.
15. To work with the Headteacher and Governing Body to ensure that the requirements of the Equality Act (2010) are met in terms of reasonable adjustments and access arrangements.
16. To liaise with other professionals, such as social workers, speech and language therapists, physiotherapists and educational psychologists.
17. To work closely with parents, carers and guardians of students with SEN.
18. To help with the smooth running of the department by undertaking tasks as requested and directed by the SENDCO.
19. To attend parents' evenings.
20. To attend school meetings as directed the department or by the Headteacher.
21. To carry out all responsibilities in accordance with the school's and the Authority's equal opportunities policies

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Job Description

Skills & Abilities.

1. Ability to work hard under pressure.
2. Ability to use IT effectively in teaching.
3. Ability to be effective in record keeping.
4. Good communication and organisational skills.
5. Good interpersonal skills and a strong ability to work collaboratively.
6. Excellent creative teaching ability.
7. Ability to convey enthusiasm for your subject at all levels.
8. Commitment to personal career development.
9. Ability to deliver SEND interventions to a high quality.

Knowledge and Understanding.

1. Knowledge and understanding of the National Curriculum in English and Maths and related examination courses would be an advantage (Key Stage 2-4).
2. Knowledge of the importance of appropriate planning, assessment for learning and homework.
3. Knowledge of all school and local authority's policies relating to SEND.
4. Knowledge of a range of general SEND intervention strategies or programmes

Equal Opportunities

1. Highest ambition for the achievement of every student
2. Understanding of the needs of different students, and the appropriate policies and strategies to support them.
3. Understanding of the needs of SEND students

Job Description



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Experience.

Successful experience of working with young people with SEND. Previous experience of teaching English and/or Maths to Key Stage 2,3 or 4 would be an advantage.

Qualifications

QTS

Excellent Bachelor's degree.

Relevant SEND qualification (desirable)

Recent SEND Inset.

Professional Standards and Development

- You are expected to be a role model to learners through personal presentation and professional conduct.
- To be punctual to lessons and meetings.
- To support school policies.
- To strive for personal and professional development.
- To be involved in extra-curricular activities.
- To liaise effectively with parents and other stakeholders involved with education and welfare.
- To be responsible for promoting and safeguarding the welfare of students at the school. Wyvern St. Edmund's are restlessly focussed on safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Pastoral Duties

- Every subject teacher is be expected to be a tutor.

ECTs only

- To aim to pass the standards at the end of the induction period to maintain QTS.
- To take full advantage of the school's induction programme.
- To seek advice and guidance.
- To engage in reflective self-analysis of professional practice.
- To play an active part in the everyday life of the school.

This job description will be reviewed annually as part of our Appraisal process and may be subject to amendment or modification at any time after consultation with the post holder. It is not comprehensive but sets out the main expectations of the school.

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Person Specification



	Essential	Desirable	Assessed by
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree or equivalent • Working towards National SENDCo qualification or the willingness to work towards this qualification within 2 years in post • To work towards DDSL qualification 	<ul style="list-style-type: none"> • Evidence of continuous INSET and commitment to further professional development • National SENDCo Qualification • DSL qualification 	Application form
Experience	<ul style="list-style-type: none"> • Recent experience in an educational setting • Varied experience and understanding of teaching and learning across the age range specified • Experience and knowledge of managing challenging behaviour across school • Evidence of engaging successfully with all stakeholders (parents, governors, local community etc.) • Experience of working with children with a range of needs • Experience of working at a whole school level • Primary and/or secondary teaching experience 	<ul style="list-style-type: none"> • Experience in at least two settings • Evidence of developing provision • Evidence of conducting training/leading INSET • Involvement in self-evaluation and development planning 	Application form and references
Knowledge and Understanding	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Understanding of the importance of adaptive practice • Ability to demonstrate a good knowledge of the National Curriculum and statutory Assessments • Understanding of effective teaching and learning styles and strategies • Ability to plan and evaluate interventions • Data analysis skills and the ability to use data to inform provision planning 	<ul style="list-style-type: none"> • Evidence of exceptional data analysis skills • Evidence of action taken for learners with SEND following data analysis • Knowledge of the updated Ofsted framework and inclusion threads 	Application form, references and interview

Person Specification



	<ul style="list-style-type: none"> • Understanding of the positive links necessary within school and with all its stakeholders • Knowledge of the monitoring, assessment, recording and reporting of pupil progress 		
Professional Skills	<ul style="list-style-type: none"> • Proven track record as an exceptional teacher • Excellent communication skills, with a range of audiences, both orally and in writing • Excellent behaviour management • Ability to work effectively in a team • Can build excellent relationships with the whole community • Ability to use ICT for teaching, learning and personal record keeping • Good record-keeping skills 	<ul style="list-style-type: none"> • Evidence of highly effective teaching • Evidence of a proven track record of effective leadership • Evidence of policy implementation • Evidence of leading provision • Evidence of successful outcomes for pupils following collaboration with external agencies 	Application form, references and interview
Professional and Personal Qualities	<ul style="list-style-type: none"> • Dedicated team player • Good sense of humour and ability to maintain perspective • Uses initiative • Effective communication and interpersonal skills • Ability to build effective working relationships • Ability to influence and negotiate • Possesses integrity and loyalty • Committed to the development of the whole child • Innovative thinker • Possess high standards and expectations of self and others • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality 	<ul style="list-style-type: none"> • Able to offer extra-curricular activities/club • A desire for career progression • The ability to uphold the Christian Ethos of the school – as required 	Application form, references and interview