



SEND Practitioner Job Description

Job Title:	SEND Practitioner
Pay range:	Teachers Main pay scale, depending on experience (STPC). Full time
Start date	As soon as possible
Closing date	5 th December 2025

Job Purpose:

We are seeking to appoint a highly motivated, skilled and personable individual to join our growing team of dedicated professionals. The departments ethos puts the needs of the students at the heart of all that we do, including working collaboratively with all staff, students and parents.

You would join the schools SEN faculty which comprises of a talented team of staff. You will support individualised and targeted intervention programmes, develop the strategic work of our specialist staff and engage, inspire and challenge all of our young students to ensure an inclusive educational experience.

Candidates will be committed to the learning and development of the school's students and support the strategic overview of the academic outcomes of learners with SEND, as well as supporting the student support team to ensure a holistic approach. You will also be responsible for ensuring that children with SEND have access to a rich, broad and balanced curriculum, which is inclusive of their needs. You will support the training for all teaching and support staff, to ensure appropriate provision is in place for learners with SEND in both interventions and in the classroom.

The Blue Coat School is committed to safeguarding young people and we ensure that all our recruitment and selection practices reflect this commitment. All appointments are subject to full safeguarding checks, including an enhanced DBS check. Any candidates selected for interview will be subject to an online search as part of our due diligence checks. The school reserves the right to close the position early on receipt of a strong application, so if you are interested we would urge you to apply sooner rather than later.

To apply, please complete the SFET Teaching Application form (available on our website) and send by email to recruitment@tbcs.sfet.org.uk

For further information or enquiries, please use the above email address or contact us on 01256 322691.

What skills and experience we are looking for

- *Ideally, to have experience of working with young people in an educational setting, developing and meeting SEND needs.*
- *Have QTS as a teacher*
- *Be committed to providing the highest standards of provision for students with SEND*
- *Have a commitment to your own professional development.*
- *Be an aspirational practitioner with high expectations and commitment to raising standards.*
- *Be able to demonstrate effective communication skills with all stakeholders.*
- *Be highly organised, patient and resilient.*
- *Experience of using data and data analysis to drive up standards.*
- *Clear knowledge and experience in all issues relating to the safeguarding of children.*

The main aspect of this role will be to complement the professional work of the SENDCo and SEN support staff, namely through specialist intervention, developing support plans, analysing and monitoring the progress of students and working strategically with the SENDCo to support and lead colleagues. You will also support a variety of students across all year groups with differing needs including through interventions and in class support, therefore, the ability to be flexible, pro-active and positive is important.

<p>Role Purpose:</p>	<ul style="list-style-type: none"> • To complement the professional work of the SENDCo and SEN support staff by taking responsibility for agreed specialist support and interventions for SEND students yr 7- 11 and additionally identified students who are not secondary ready. • Identify, deliver, develop and monitor implementation of interventions for SEND students. • <i>Liaise</i> with the SENDCo to support the analysis and monitoring of SEND data to assess student needs and support the SENDCo in identify students who are in danger of / are underachieving. • <i>Liaise</i> with SENDCo to analyse SEND interventions. • <i>Alongside</i> SENDCo support EHCP applications as well as organise access arrangements. • Oversee learning activities for students, classes and teachers to support progress of SEND students in the class setting. • The role includes dealing with individual pupils and/or groups with complex and demanding learning needs. The post holder's working hours predominantly respond to students needs and will include provision outside of school hours. • Actively engage in educational research to support and develop SEND interventions and the work of the SENDCo and SEN support staff.
<p>Delivery & Liaison</p>	<ul style="list-style-type: none"> • Line management of staff • Support and oversee some of the performance management for SEN support staff • <i>In liaison</i> with the SENDCo, coordinate the SEN support staff timetables • Guide and provide CPD for all school staff in the area in which they hold a specialist qualifications and expertise. • Deliver small class teaching where there is a curriculum requirement to support students with an SEN need. • Routinely provide support and development for SEN support staff - this includes running meetings and co-ordinating & delivering CPD. • Brief and support new staff (including teachers) on the stage of development of pupils and the schools SEND processes.

	<ul style="list-style-type: none"> • Work alongside the teachers in development of curriculum and interventions which link with class teaching. This can include joint planning and regularly visiting lessons to track students learning and progress. • Liaise with parents with regards to the needs of SEND students, their progress and additional support needed (<i>in consultation</i> with SENDCo) • Liaise with parents to report on/ review pupil progress following interventions. • Liaise with middle leaders (including strategic groups e.g. RAG) to ascertain and create links with curriculum delivery. E.g., E/M interventions require liaison with regard to the E/M interventions. • Produce termly written reports on the progress of identified students (& case studies where appropriate) Written reports required addressing complicated student needs. • Manage appropriate budgets, allocated for student progress and intervention. • Monitor the impact of the catch-up funding through appropriate use of data tools. • Produce, share and review a comprehensive Catch-up plan which is reviewed Termly for student impact. • Be proactive in sourcing additional support- where appropriate through additional revenue streams. • Liaise and deliver SEND parent engagement sessions to develop strategies in the home, as well as wrap around provision in school.
Support for student progress and development	<ul style="list-style-type: none"> • Assess needs of pupils where appropriate and in discussion with SENDCo, identify specific needs and intervention. • Analyse SEND data and support the SENDCo in producing reports in relation to the progress of students and possible actions to develop. • Produce case studies (<i>alongside</i> the SENDCo) for students who have high needs for SEND • Review transition data and liaise with the SENDCo on early identification of needs. • <i>Liaise</i> with the SENDCO, undertake some lesson drop ins to monitor the progress and provision for identified SEND students. • <i>Liaise</i> with SENDCO, develop and co-ordinate specialist education plan. • <i>Liaise</i> with SENDCO, plan and develop SEND interventions alongside SEN support staff to boost and develop progress areas of identified students. • Provide accurate feedback and reports on SEND student attainment • Support the alternative curriculum alongside SLT member responsible for curriculum <ul style="list-style-type: none"> • Co-ordinate and deliver specialist learning activities for SEND students (select and prepare resources) • Analyse impact of interventions delivered by you and SEN support staff. Support with access arrangement provision and liaise with exam boards. • Advise on the deployment of specialist equipment within the school • Take initiative to develop multi-agency support where required for SEND students. • Lead, advise and support others in area of expertise of SEND • Oversee and deliver out of school learning activities to support SEND students, that consolidate class work. • Support in classes with high needs students where needed.
Skills needed	<ul style="list-style-type: none"> • Passion for working with young people and SEND students with ‘high needs.’ • Previous experience is desirable of clear insight into current SEND provision and strategies. • Experience of implementing the SEND code of practice.

	<ul style="list-style-type: none">• Good standard of literacy and numeracy.• Approachable and professional manner to work alongside staff and vulnerable students.• Sufficient understanding of their area of expertise in order to develop self and others.• Ability to write and scaffold comprehensive reports for a range of stakeholders.• Current knowledge of education research and thirst for learning.• Excellent organisational and time management skills• Excellent presentation skills including to a range of audiences.• Excellent knowledge of office 365 and a willingness to develop skills, including data and monitoring.• Ability to meet tight deadlines• Successful leadership experience at a range of levels.• Ability to listen.• Ability to work as part of a team and motivate others.• High levels of motivation and to be work proactively.• Strategic insight and experience at action planning• Experience at implementing and monitoring the Assess-Plan-Do-Review cycle.• Willingness and ability to collaborate and coach others.• Problem solving skills and ability to work under pressure.• Willingness and ability to promote the work and development of TBCS in a professional and collaborative manner.• Excellent communication skills- written and verbal.
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