Advert

Caring, enthusiastic people needed to support pupils with Severe Learning Difficulties.

Teacher

Full Time Contract
Start Date: January 2027
ECTs welcome

MPS experience of working in PMLD/SLD Schools would be desirable
Plus a minimum of 1 SEN point

We are looking for an innovative and enthusiastic teacher to complement our very committed and highly supportive, resilient and reflective teaching team. We are exceptionally proud of the impact our teams have made in ensuring the very best for all our pupils now and in the future and welcome candidates who share the ethos of valuing everyone's contribution and working collaboratively with all parties to ensure the very best for pupils.

The work will be challenging and rewarding and you will be working in a school where we maintain a strong safeguarding culture, where pupils and staff are listened to, respected and involved in as many decisions as possible.

We offer comprehensive training, including a focus on proven interventions and insight into therapeutic practice and further career development opportunities.

The quality of all our staff lies at the heart of our very high standards. Outstanding OFSTED 2005, 2008, 2014, 2017 & 2023. Qualifications, experience and a real commitment to special needs would be a significant advantage.

Fiveways School is committed to safeguarding and promoting the welfare of children. All applicants must be willing to undergo Child Protection screening, including checks with current and past employers and an enhanced DBS clearance. References will be requested before interview. Due to KCSiE guidance, online checks will be carried out as part of our shortlisting process.

The school employs a rigorous "safeguarding" approach to recruitment.

Fiveways School strives to ensure that no employee or job applicant receives less favourable treatment than another on the grounds of age, disability, race, gender reassignment, marital or civil partnership, religion or belief, sexual orientation, sex or pregnancy and maternity.

Closing Date for applications: **Thursday 15th October 2026**
Date for Interview: **Wednesday 21st October 2026**

Fiveways School
A Specialist School for 'Communication and Interaction'

Fiveways School adopts a rigorous approach and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Victoria Road, Yeovil Somerset BA21 5AZ **Headteacher: Mr Swavek Nowakiewicz**
Tel: 01935 476227 E-mail: office@fiveways.school Website: http://www.fivewaysschool.co.uk

"What does a good life look like for me now and in the future?"

JOB DESCRIPTION

Job Title: Classroom Teacher
Grade and Salary Range: Qualified Teacher Pay Scale

Purpose of the Job
To undertake the teaching of all aspects of the curriculum and pastoral guidance for the pupils and students in his/her class and the administrative duties in respect of that class to undertake the responsibilities within the school as agreed with the Headteacher.

Responsible To: Headteacher
Responsible For: Classroom teaching assistants, volunteers, students on work experience

Applicable Contract Terms and Duties
This job description should be read alongside the range of professional duties of Teachers as set out in the Teachers' Pay and Conditions Document. The post holder will be expected to undertake duties in line with the Professional Standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed conditions of employment to the extent that they are incorporated in the postholder's individual contract of employment. *Copies of the relevant documents are available for inspection at the school.*

This job description does not define in detail all the duties/responsibilities of the post. It will be reviewed in line with the school's Performance Management process and may be subject to modification or amendment after consultation and agreement with the post holder.

Main Duties, Professional Attributes and Skills, Knowledge and Understanding
The postholder will:

- Have a good, up-to-date working knowledge and understanding of a range of teaching and learning styles, and behaviour management strategies and know how to use and adapt them, including how to personalise learning.
- Provide engaging and motivating learning opportunities for all pupils and students, informed by well-grounded expectations of learners, and designed to enable them to achieve their potential and raise

levels of attainment.
- Know a range of approaches to assessment, including the assessment, recording and reporting requirements and arrangements for the curriculum they teach, including the importance of formative assessment.
- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.
- Communicate effectively with pupils and students, colleagues, parents and carers, and other professionals.
- Have a commitment to co-operative working as a team member, and identify opportunities for collaborating with colleagues, as well as, where appropriate, managing their work and sharing the development of effective practice with them.

The development of learning strategies, with the provision of teaching and learning resources and in the preparation and maintenance of a safe, secure and suitable learning environment:
- The development, monitoring and evaluation of programmes of work.
- The upkeep of data files, catalogue resources, maintain inventories, photocopy, record TV programmes and use IT systems for administration and educational purposes.
- The development and monitoring of systems for review and recording of pupils progress.
- The preparation, organisation and maintenance of classrooms and their equipment, including creation of displays, make basic visual aids, art and craft materials, mount and display pupils work.
- The timetabling of lessons and curriculum.
- The preparation of educational visits and accompany pupils.
- Attend and contribute to school staff meetings and in-service training events within contracted hours or outside normal hours by agreement.
- To deliver some activities that lie outside the normal school day (ie, camps, extended school day trips).
- To drive the minibus.

The care and supervision of pupils within the classroom, within the school and outside of the school:
- To support pupils using cloakrooms, showers and toilet facilities.
- To engage and encourage pupils during playtime activity and support them when entering and leaving using school transport.
- The supervision of Standard Assessment Tasks and tests/assessments as appropriate.
- Escort pupils to school or parental transport, home or to hospital as necessary.
- Assist pupils eating, in a controlled environment. To carry out structured feeding programmes using a variety of specialist equipment involving pupils with special dietary requirements and/or tube feeding.
- Develop an understanding of and provide for pupils' specific personal needs to ensure a safe learning environment. This may include providing for pupils' hygiene/medical and personal care needs, support and assistance to the pupil in respect of toileting. Some pupils may also need the emergency administration of specific medical procedures.
- To support and assist pupils with independent mobility programmes.

Additionally, the job may include some or all of the following duties, depending on the needs of pupils:
- Where a current First Aid qualification is held, in the absence of other medical facilities:
  - Maintain First Aid equipment and materials, and dispense medicines in accordance with school policy.
  - Undertake First Aid.
- For some pupils to carry out specific medical procedures (when training has been provided) such as:
  - Catheterisation
  - Administration of anti-convulsant medication

  - Gastrostomy tube feeding
  - Suction pumping for congestion
  - Reflux conditions
- Under the direction of Health service professionals, undertake activities in support of occupational, physio and speech therapy.
- The development of Personalised Learning Goals for pupils with special education needs, complete assessments and contribute to the annual review process.
- Using a range of strategies promote inclusion of pupils with special education needs. This may involve taking pupils off site and supporting them in mainstream and FE settings.
- Monitor and support pupils engaged on work experience programmes as required.

Particular Responsibilities

The particular responsibilities attaching to this post are related to subject leadership as follows:

- To advise the headteacher and colleagues on 1-2 subjects and/or areas of responsibility, with reference to the implementation of National Curriculum requirements, and its broader relevance to the schools curriculum, aims and policies
- To seek to ensure the effective use of the schools resources, equipment, and facilities for the teaching of both subjects/and or areas of responsibility

Please note: There will be an opportunity to discuss specific subjects and areas of responsibility at interview.

It is vital that as part of Fiveways School's approach to safeguarding, governing bodies and proprietors create a culture that safeguards and promotes the welfare of children in our school. As part of this culture, it is important to adopt robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying for or securing employment, or volunteering opportunities in schools and colleges.

I agreed that the job description is a fair and accurate statement of the requirements of the job. I am committed to Fiveways safeguarding and promoting the welfare of children and young people and follow policies and procedures.

The job description, together with any agreed objectives, will normally provide the main criteria against which to evaluate a post holder's performance, through the schools Performance Management / Appraisal / TAPP (Teaching Assistant Progression Pathway)***** process. I understand that Fiveways School adopts a rigorous approach and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

***Delete as appropriate**

Job Holder (Signed): _____ Date _____

Headteacher (Signed): _____ Date _____

Swavek Nowakiewicz

Fiveways School

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PERSON SPECIFICATION – TEACHER

Area	Essential Criteria	Desirable Criteria
Qualifications	• Qualified Teacher Status	• Additional qualification in teaching SEND • Evidence of continuous INSET and commitment to further professional development • Any other relevant qualification or training for working with SEND pupils
Experience	The Class Teacher should have experience of: • Teaching at Key Stage 1/2 or ability to differentiate work to support SEND pupils who may work at KS1/2 or below national curriculum level • Managing a team of Teaching Assistants	
Knowledge and Understanding	• A duty and responsibility to follow the school's Child Protection and Safeguarding Policy and procedures and undertake mandatory Safeguarding training as directed by the school • Have experience and understanding of practice and principles for Safeguarding children within an educational setting • Awareness of equalities duties	• Understanding of a range of strategies to enhance pupil engagement and learning

PERSON SPECIFICATION – TEACHER

Area	Essential Criteria	Desirable Criteria
Knowledge and Understanding Continued	The Class Teacher should have knowledge and understanding of: • The theory and practice of providing effectively for the individual needs of all pupils (eg, a classroom organisation and learning strategies) • Behaviour management strategies and know how to use and adapt them, including how to personalise learning • Statutory National Curriculum requirements at the appropriate Key Stage • The monitoring, assessment, recording and reporting of pupils' progress • The positive links necessary within school and with all its stakeholders; effective teaching and learning styles • Has led off-site educational activities to support learning	In addition, the Class Teacher might also have knowledge and understanding of: • The preparation and administration of statutory National Curriculum tests • The links between schools, especially partner schools • Knowledge and understanding of AQA, unit awards and entry level accreditation.
Skills	The Class Teacher will be able to: • Promote the school's aims positively and use effective strategies to monitor motivation and morale • Develop good personal relations within a team • Establish and develop close relationships with parents, governors and the community • Communicate effectively (both orally and in writing) to a variety of audiences • Create a happy, challenging and effective learning environment • Confident ICT user • Know how to produce reports and information to parents/carers • Use a classroom to create an effective and stimulating environment • Knowledge of current legislation and development in SEND education • Proven ability in the implementation of a curriculum for pupils who have additional needs • Able to line manage Teaching Assistants	• Deliver training to others • Minibus driver or willingness to undertake training if a driver • Team Teach trained • Signalong trained • PECS or equivalent In addition, the Class Teacher might also be able to: • Develop strategies for creating community links • Support and lead an effective team of staff

PERSON SPECIFICATION – TEACHER

Area	Essential Criteria	Desirable Criteria
Professional Attributes	• Solution focused and flexible • A positive team member who is reliable, consistent and able to use their initiative • Emotional resilience and the ability to remain calm under pressure • Empathic towards the pupils, their families and the challenges they face • Positive attitude towards change, innovative and self-reflective • Passionate about enabling all pupils to overcome barriers to learning and achieve success in preparation for adulthood • Committed to professional development • High expectations of yourself and also of your colleagues • Embrace the ethos of the school • Willingness to take on responsibilities • Determined to enable all pupils to succeed • Excellent attendance and punctuality • Embrace the school vision, mission and values. Our core values are empathy, respect, high expectations, partnership and teamwork, excellence and enjoyment and ambitious for all	