



Enquire Learning Trust Application Pack
SEND / SLCN : Class Teacher

**Full time, Permanent,
MPS/UPS**

To start Sept. 2026

Closing Date: Monday 11th May 2026
Interview date: Wednesday 20th May 2026

ELTAPR2610

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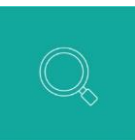
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The Enquire Learning Trust

We are a multi-academy trust currently responsible for 32 Academies in four clusters across the North of England; North East Lincolnshire, Hull, Manchester, Teesside and North Yorkshire.

We work in complete collaboration with each of our academies and place a strong emphasis on school-to-school support and learning. Our academies work in collaboration with one another, sharing both their talent and ideas with others, giving employees the opportunity to learn from individuals within our other academies.

We recognise that the most important assets we have are our employees, and for our academies to succeed we need to ensure we employ the very best people in every single role. Our core values and beliefs are consistent throughout all of our academies, and our keys to success are at the heart of everything we do.

Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

We also recognise that all of our academies are different, and we encourage individuality. Whilst we believe our academies should work together to support best practice and to share ideas, we don't believe that implementing blanket priorities and objectives is pertinent to a successful academy, and we encourage autonomy for academy leaders wherever possible.

Values

- We believe that all learners can be powerful learners given access to extraordinary learning experiences. We want children and the academies they attend to be confident, successful and ambitious.
- We envisage a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.
- We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world-class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.
- We take learning seriously and work together to create a vibrant culture in which this can happen. We know that it's what we do that counts and that our thinking must be visible in classrooms if it is to have leverage. Children are at the forefront of all that we do and aspire to do. We take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.



Welholme Academy was originally opened in 1892 and we serve one of the oldest parts of Grimsby. We are a large primary Academy and a focal point for our community. We are very proud of our school's fine reputation and believe in celebrating the successes in our area.

Our aim is that Welholme Academy is a safe and nurturing place, where all children, staff and visitors feel welcome and valued and we believe that together we can achieve anything. Children learn best when they are happy and confident and we want every child to achieve the very best they can. We encourage them to challenge themselves and to be proud of all their achievements.

We offer a personalised approach to teaching and learning. Our curriculum is engaging and exciting. It is designed to interest the children and meet their needs so that all children are keen to come to school and keen to learn.

We know that children learn best when parents and school work closely together and we value your support to ensure every child has the very best opportunity to succeed. We look forward to working with you.

At Welholme Academy we believe that everything is possible within a culture of collaboration, resilience, nurture and high aspirations we have been entrusted with the very privileged role of giving our children the very best education we can offer. We endeavour to achieve this by developing the full potential of all our children.

Our aims are to be:

Collaborative - We believe in the importance of creating a network of supportive relationships, where pupils, teachers, parents/carers, governors and other adults involved in school life, work alongside each other to enhance the atmosphere of co-operation, trust and mutual respect. We strive to work and learn together.

Resilient - We believe that anything is possible and overcome challenges in the face of difficulty.

Nurturing - What our children bring to school with them is all they have. They are all unique! We strive to be inclusive and believe in the "art of the possible". We champion children's uniqueness and encourage them to believe they can achieve anything! We are a nurturing school and positive attitudes are promoted to create an environment in which sensitivity and tolerance are shown to each individual. Being inclusive is in the forefront of everything that we do here at Welholme.

Aspirational - Our staff have high expectations of themselves and our pupils. Our curriculum is broad, balanced and appropriate to the child's needs and we must never forget that we are concerned with the holistic development of each child. We strive for excellence and encourage our children to take pride in everything they say and do.

Everyone at Welholme is a learner and we never give up on achieving our aspirations and dreams of unlocking everyone's potential.



SEND / SLCN : Class Teacher

To start: September 2026

Closing date and time: 11th May 2026 12pm

Interview Date: Wednesday 20th May 2026

Welholme Academy are seeking to appoint an experienced SEND Teacher to join our ambitious and committed team.

Welholme Academy is creating a targeted mainstream provision for 12 children with significant and complex Speech, Language and Communication Needs.

This role is to lead on teaching and learning in the Unit and be the class teacher in the Provision.

We are looking to appoint someone who:

- is an experienced teacher of children with complex SEND
- is passionate about the rights of children with SEND and ambitious for their achievement every day.
- shows compassion, resilience and patience in their care for children with SEND.
- holds every child and their family in the highest possible regard and lead by example, having high expectations of what every child can achieve.
- will work alongside our SENCo and be well-supported by the Senior Leadership Team
- is committed to providing the very best teaching and learning for all our children and are ambitious for their achievement.
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In return we can offer you:

- A newly refurbished setting, with high quality resources.
- Access to extensive continuous professional development from both the Trust and Local Authority.
- A chance to be a part of a thriving and happy academy
- A dedicated team of supportive colleagues who are passionate about the pupils in their care;
- Membership of *Teacher Pension Scheme*
- Employee Assistance Programme provided by Health Assured
- Cycle to Work Scheme
- Lifestyle savings

This is an exciting opportunity to lead the development of SEND provision from the very start, and you will have the opportunity to bring your expertise to shape our future work.

Come and join our team of committed and passionate professionals – be bothered!

Visits to the school are strongly encouraged before application. Please contact the school on 01472 329944 to arrange an appointment.

To apply, please complete the online application form on the Enquire Learning Trust website:

<https://www.enquirelearningtrust.org/job-vacancies/>

DBS/Safeguarding Statement

The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All ID and qualification checks will be made prior to appointment, as will online searches of candidates (Keeping Children Safe in Education 2023). Any offer of employment will be subject to receipt of a satisfactory Disclosure & Barring Service check and Disqualification by Association Disclosure.

Further information about our Academy along with our safeguarding, child protection and equality policies can be found on our school website.

<https://welholmeacademy.com>



Job Description – SEND / SLCN Class Teacher

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|----------------------|---------------------------|
| Job Title | SEND / SLCN Class Teacher |
| Job Reference | |
| Location | Welholme Academy |
| Grade | MPS / UPS |
| Hours | Full time |
| Reporting to | Principal/SENCo |

JOB PURPOSE:

To lead on teaching and learning in the newly created SEND Unit and be the class teacher for the Unit

KEY RESPONSIBILITIES :

Leadership & Management

- To plan and co-ordinate the curriculum and pedagogy for children with complex Speech, Language and Communication needs.
- To lead on the Graduated Approach Cycle for the children in the SEND Provision and lead on children's EHCP implementation and participate in the annual / interim reviews.
- To supervise, plan and co-ordinate, the work and interventions of support staff within the SEND Unit, and to contribute lead their appraisal process, with a member of the SLT
- To contribute to responses to consultations from the Local Authority to place children in the SEND Provision.

Teaching and Learning

- To provide high quality teaching and learning provision, so that all children make progress in line with the targets and recommendations of their Graduated Approaches and EHCPs.
- To take account of reports from external specialists when implementing learning plans and interventions for children's learning.
- To provide a broad curriculum that places emphasis on the Prime and Core areas of learning. • To be ambitious for our children's achievements no matter what their disability or additional need.
- To enrich the curriculum taking account of our children's interests and ensure that they have the opportunity to develop a sense of awe and wonder.
- To plan, provide and maintain a high-quality learning environment that is responsive to the needs of the children.
- To work closely with the academy's SENCO to monitor children's progress towards their learning goals and personal targets.
- To keep high quality records to promote tracking and monitoring of children's progress, and to assess and report on children's progress in line with the school's policies.

Care and Support

- To take responsibility for promoting and safeguarding the welfare of our children.
- To set and maintain high expectations of all adults working with the children in the SEND Unit.
- To ensure that children have the safest possible learning environment in which to explore and grow.
- To have unconditional positive regard for every child and their family.
- To proactively develop meaningful, productive relationships with the parents and carers of the children in our SEND Unit to enable children to thrive.
- To ensure that all children's personal and hygiene needs are met in a discrete and dignified manner.

OTHER DUTIES AND RESPONSIBILITIES (Generic to all posts)

- To promote the Academy as an inclusive institution which celebrates diversity and engages all learners and staff.
- To support the ethos and core values of the Academy and The Enquire Learning Trust.
- To comply with all relevant Enquire Learning Trust and Academy policies and procedures, including those relating to Health and Safety
- To actively participate in relevant Academy processes including appraisal
- To undertake relevant CPD as agreed with line manager and to attend relevant meetings
- To support the Academy links with the community
- To provide support and supervision to trainees as required.

Please note, this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the principal/SENCo.

DISCLOSURE AND BARRING AND RECRUITMENT CHECKS

The Trust is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

For posts in regulated activity, the DBS check will include a barred list check.

It is an offence to seek employment in regulated activity if you are on a barred list.

We'll use the DBS check to ensure we comply with the Childcare Disqualification Regulations. It is an offence to provide or manage childcare covered by these regulations if you are disqualified.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trusts information governance policy which can be found on the website.

Please note this post is in regulated activity and exempt from the rehabilitation of Offenders Act 1974 and subject to satisfactory references and an enhanced DBS criminal records and barred list check for work with children. An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education.

Any job offer will be conditional on the satisfactory completion of the necessary pre-employment checks. Only applicants who have been shortlisted will be asked for a self-declaration of their criminal record or information that would make them unsuitable for the position. Any convictions that are self-disclosed or listed on a DBS check will be considered on a case-by-case basis.

All documentation will be treated confidentially and processed in accordance with Data Protection regulations.

Person Specification – SEND / SLCN Class Teacher

| | Essential | Desirable |
|--|---|--|
| Professional Qualifications & Training | <ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of continuing commitment to own professional development | <ul style="list-style-type: none"> • NASENCO / NPQSEN Qualification |
| Teaching Skills & Experience | <ul style="list-style-type: none"> • Experience of teaching in EYFS and / or KS1 • Proven high quality classroom teaching and classroom management for all children, including a SEND cohort. • The ability to adapt the curriculum and pedagogy to meet the needs of all learners. • High ambition for children with SEND. • Experience of setting targets for children with SEND and monitoring, evaluating and communicating progress to parents and other professionals. • Proven ability to meet the needs of children with complex needs. • Experience of deploying support staff effectively to support children with a range of needs. • Ability to use a range of assessments to inform teaching and learning plans. • Experience of working with a range of external professionals (e.g. Educational Psychologists, Speech & Language Team) • Develops and maintains good relationships with all stake holders. • Commitment to working as part of a team. | <ul style="list-style-type: none"> • Evidence of own area of specialism that could further enhance SEND teaching and learning. • Experience of teaching across the full range of primary children. • Experience of Strategies to help develop language acquisition in children. |
| Knowledge and understanding | <ul style="list-style-type: none"> • Knowledge of statutory requirements of legislation concerning child protection, safeguarding, SEND and other associated policies. • An understanding of a range of SEND needs – including Cognition & Learning and Communication & Interaction. • Knowledge of how to plan for adaptation and intervention. | <ul style="list-style-type: none"> • Wide background knowledge of SEND and a range of interventions • Knowledge and/or experience of working with children with limited language. |
| Personal Qualities | <ul style="list-style-type: none"> • An enthusiastic individual with a love of learning and seeking solutions to break children's barriers to learning. • An understanding and proven commitment to all aspects of equal opportunities. • Excellent communication and organisational skills. • Ability to establish strong partnerships with parents and professionals. • Creative, reflection, resilient and compassionate. • Someone who shows 'botheredness' everyday! | <ul style="list-style-type: none"> • Evidence of commitment to own lifelong learning and supporting the professional development of others. |