



## **Enquire Learning Trust Application Pack**

### **Teacher (SEN Unit) (ELTAPR2606)**

Hardwick Green Primary Academy  
Tithe Barn Road, Stockton-on-Tees, TS19 8WF



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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.

# Hardwick Green Primary Academy

## Our Academy



Hardwick Green is an average-sized primary school set in the Hardwick estate of Stockton-on-Tees in the North East of England. The community we serve is diverse and our children often have complex needs. Over 75% of our pupils are eligible for the Pupil Premium, and a high percentage have Special Educational Needs and/or Disabilities (SEND). We opened a sixteen-place SEND Unit in conjunction with Stockton-on-Tees LA in September 2025 and in September 2026 the unit will have twenty four places.

Our school is founded on the seven values of RESPECT: resilience, empathy, self-awareness, positivity, excellence, communication and teamwork.



We expect all adults to embody these values and to foster these in our children.

Our school has had many exciting developments in recent years, including the opening of a two-year-old provision and significant investment in our outdoor areas. Working at our school will give you the chance to be part of a forward-thinking school where all staff are united in their desire to create a world-class learning environment for **all** children.

Our approach to teaching and learning is research-based and uses the 'Great Teaching Toolkit' at its heart. We have an established, high-quality curriculum which is broad, balanced and well-sequenced. What unites our curriculum is a knowledge-rich approach which allows our children to know more and remember more in each subject.

Many of the children that attend our school have complex social, emotional and mental health needs. We provide an exceptional level of support for these pupils with the Thrive approach at the core of this, supported by further provision such as our work with the local Mental Health Support Team. At the same time, we have the highest expectations of our pupils' behaviour. Our school is warm and calm environment where all children can flourish and no minute is wasted.

Our modern building boasts an interactive immersive classroom and spacious library filled with high quality texts. Our grounds are full of toys and loose parts as we are part of the OPAL scheme which significantly enhances pupils' play times.

We hope that you will come and visit us to see more about what makes our school unique. More information can also be found about us on our website: <https://hardwickgreenacademy.org/>

# EAP Programme



The Trust offers a plan through Health Assured which provides access to valuable health and wellbeing services.

## Key Features:

- Unlimited access to 24/7 confidential telephone helpline
- Up to 10 sessions of face to face, telephone and online counselling
- Access to the portal and wisdom app
- Coverage for spouse/partner and dependants
- Medical information line including articles, webinars and podcasts
- Menopause Support access to other resources such as 'Menopause Matters'
- Access to Perks and Discounts
- Online and mobile access, anywhere and anytime
- Self-help guides, mood and wellness trackers

**Job Advert  
Teacher (SEN unit)  
Ref: ELTAPR2606**

**Working Hours:** Full time

**Working Weeks:** 39

**Salary Scale Range:** Main Pay Scale

**Contract Type:** Temporary, one year

**Start Date:** September 2026, or as soon as possible thereafter

**Location:** Hardwick Green Primary Academy, Tithe Barn Road, Stockton, TS19 8WF

### **About us**

Hardwick Green Academy is a welcoming primary school in Stockton-on-Tees, serving a diverse community. We pride ourselves on creating a calm, supportive environment where every child can flourish. Our school values **RESPECT – Resilience, Empathy, Self-awareness, Positivity, Excellence, Communication, and Teamwork** – and we expect all staff to model these every day.

Working with us means joining a friendly, forward-thinking team in a modern building with excellent facilities. We value collaboration, positivity, and high standards, making Hardwick Green a great place to work and grow.

### **About the role**

In September 2025, Hardwick Green opened a new SEN Unit for 16 primary-aged pupils with complex Communication & Interaction and Cognition & Learning needs. The SEN Unit is a joint venture with Stockton-on-Tees Local Authority, with placements allocated through the Local Authority.

From September 2026, we will be expanding the provision to include an additional class. This temporary, one-year post is to teach a class within the SEN Unit.

The successful candidate will work alongside experienced and skilled teachers and teaching assistants, and will benefit from the strong leadership of the SEN Unit Lead Teacher and the Assistant Principal for Inclusion. Comprehensive support and high-quality training will be provided by the school, the Trust, and the Local Authority.

This post would be well suited to Early Career Teachers (ECTs) as well as more experienced practitioners with an interest in inclusive education.

### **What we are looking for**

We are seeking someone who:

- has qualified teacher status, and has experience teaching children with complex SEND needs
- understands the SEN code of practice and the role of a SEN unit
- 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.

## What we can offer

You will benefit from working in a high-quality learning environment with excellent resources. The successful candidate will work closely with our established SEN Unit team and the Assistant Principal for Inclusion, and will be well supported by the Senior Leadership Team and The Enquire Learning Trust. The Trust is firmly committed to delivering outstanding teaching and learning for all pupils and has high aspirations for every child's achievement. As a valued member of our team, you will have access to extensive, high-quality continuous professional development through both the Trust and the Local Authority.

You will also have access to:

- A friendly, welcoming, and supportive team, including highly effective and approachable senior leaders
- High-quality CPD and opportunities for professional development
- Strong support from the school, trust, local authority, and partner organisations
- Membership of the *Local Government Pension Scheme*
- Opportunities for development and progression
- Employee Assistance Programme provided by Health Assured
- Cycle to Work Scheme
- Lifestyle savings

## Working arrangements

The role is full time and for one year (1 September 2026 – 31 August 2027).

**For more information, please contact Alix Brown (Academy Business Manager) on 01642 677968 or [enquiries@hardwickgreenacademy.org.uk](mailto:enquiries@hardwickgreenacademy.org.uk)**

## How to apply

You can apply for this position by visiting [The Enquire Learning Trust](#)

**Closing date and time:** Wednesday 8<sup>th</sup> July 2026 @ 4pm

**Interview Date:** Monday 13<sup>th</sup> July 2026

## DBS/Safeguarding Statement

The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. As this post involves access to children or vulnerable adults, the successful applicant will be required to obtain an **Enhanced Disclosure from the DBS**

# Job Description Teacher (SEN Unit)

## Main Purpose

To effectively teach a class of children in SEN Unit for pupils with Communication & Interaction and Cognition & Learning needs.

## Duties and Responsibilities

### 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 Assistant Principal: Inclusion and the other SEN unit teachers 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 resource provision to enable children to thrive.
- To ensure that all children's personal and hygiene needs are met in a discrete and dignified manner.

## Other Responsibilities

- Work at all times in accordance with statutory safeguarding guidance and school policies.
- Act immediately on any safeguarding concerns in line with procedures.
- 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 (RESPECT) 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.

*The post holder will adhere to all school policies and the staff code of conduct. This job description outlines the core responsibilities of the role and may be adapted to meet the evolving needs of the school.*

## Person Specification Teacher (SEN Unit)

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

## Contact details for the academy:



Hardwick Green Primary Academy  
Tithe Barn Road  
Stockton  
TS19 8WF

Tel: 01642 677968

Principal: Chris Story  
Academy Business Manager: Alix Brown

Email: [enquiries@hardwickgreenacademy.org.uk](mailto:enquiries@hardwickgreenacademy.org.uk)

*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.*

## **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