St Michael's Academy
Grass Royal, Yeovil BA21 4JW
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SEN Class Teacher Recruitment Pack

A Welcome from the Headteacher

Thank you for your interest in joining St Michael's Academy at such an exciting and important point in our journey.

We are a warm, outward-looking and values-driven school community where relationships are at the heart of everything we do. We are proud of our inclusive ethos and our unwavering belief that every child can succeed, and we are committed to providing an environment where both pupils and staff can truly thrive.

The opening of our dedicated SEN unit in April 2027 marks a significant and ambitious step forward for our school. We are seeking a passionate, skilled and nurturing teacher who shares our vision and is excited by the opportunity to help shape something special from the very beginning. This is a rare chance to not only teach, but to build—developing practice, influencing provision and creating a setting that will have a lasting impact on children and families.

At St Michael's, staff wellbeing is a genuine priority. We know that great schools are built on strong, supported teams, and you can expect to work in a collaborative environment where your voice is valued, your development is supported and your contribution truly matters.

If you are looking for a role where you can make a meaningful difference, work alongside a committed team and be part of an ambitious and caring school, we would be delighted to hear from you.

Mr Matt Vella
Headteacher

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About the SEN Provision

The SEN unit will support pupils with Autism Spectrum Condition (ASC) and Moderate/Severe Learning Difficulties (M/SLD).
The provision will focus on helping pupils make meaningful progress in engagement, communication, independence and learning, in line with their EHCP outcomes and an adapted National Curriculum where appropriate. As a specialist provision, planning, assessment and classroom practice will reflect pupils' individual strengths, needs and sensory profiles.
The successful candidate will work closely with the SENCo, senior leaders, teaching assistants, families and external professionals to help establish a high-quality, inclusive and ambitious provision from the outset.

Job Description

Salary: MPS–UPS + SEN Allowance | Contract: Full Time, Permanent | Start Date: January 2027

Purpose of the Role

To deliver high-quality specialist teaching for pupils with ASC and M/SLD, ensuring strong academic, social, communication and developmental progress.

Key Responsibilities

- Plan and deliver structured, personalised lessons that meet pupils' learning, communication, social, emotional and sensory needs.
- Develop and review personalised learning programmes, track progress and ensure provision is closely matched to pupils' strengths, needs and EHCP outcomes.
- Create a safe, nurturing and inclusive environment that promotes engagement, independence and wellbeing.
- Support pupils' communication and interaction needs through appropriate strategies, resources and structured approaches.
- Monitor, assess and track pupil progress, using evidence to identify clear next steps for learning.
- Work collaboratively with the SENCo, senior leaders and wider school staff to develop high-quality specialist provision.
- Lead, support and deploy teaching assistants effectively to maximise pupil engagement and progress.
- Build positive relationships with parents, carers and external professionals, ensuring regular communication and shared planning.
- Contribute to annual reviews, statutory documentation and compliance with SEND legislation and the SEND Code of Practice.

Headteacher Matt Vella
Chair of Governors Cerwyn Pritchard
Business Manager Sharon Whatmore

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Person Specification

Criteria	Essential / Desirable	How Assessed
Qualified Teacher Status (QTS) and successful experience teaching pupils with SEND	Essential	
Secure knowledge of the SEND Code of Practice and understanding of EHCPs, annual reviews and graduated response processes	Essential	Application / Interview
Experience of planning and delivering highly differentiated learning to meet a range of special educational needs	Essential	Application / Interview / Task
Strong understanding of child development (cognition, communication, SEMH, sensory/physical)	Essential	Application / Interview
Ability to create a nurturing, inclusive and structured learning environment that promotes engagement, independence and wellbeing	Essential	Interview / Task
Excellent behaviour support skills, including positive and restorative approaches	Essential	Interview / Task
Strong assessment and monitoring skills, using data and observation to inform provision and demonstrate progress	Essential	Application / Interview
Excellent communication and interpersonal skills with pupils, families, colleagues and external agencies	Essential	Interview
Ability to lead, motivate and work effectively with teaching assistants and support staff	Essential	Interview
Commitment to inclusion and high aspirations for all learners	Essential	Application / Interview
SEN qualification (e.g. NASENCo or equivalent)	Desirable	Application
Experience working in a specialist or resource base setting	Desirable	Application / Interview
Knowledge of structured approaches such as TEACCH, PECS or similar	Desirable	Application / Interview

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What We Offer

At St Michael's Academy, you will be joining a warm, welcoming and outward-facing school community where relationships matter and every individual is valued.

We are committed to creating an environment where both pupils and staff can thrive. Staff wellbeing is central to our approach – we recognise that when teachers feel supported, respected and empowered, they are best placed to make a meaningful difference to children's lives.

You can expect:

- A genuinely supportive and approachable leadership team.
- A collaborative culture where ideas are shared, encouraged and valued.
- A strong commitment to professional development and growth.
- A positive, caring team that works together with a shared sense of purpose.
- The opportunity to help shape a new specialist provision from the beginning.

Above all, you will be part of a school that believes in people – in our pupils, our families and our staff – and works together to achieve the very best outcomes for all.

How to Apply

Applications should be submitted by the advertised deadline. Visits to the school are warmly encouraged, and candidates are welcome to contact the school if they would like to discuss the role or arrange a visit before applying.

Safeguarding

We are committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service (DBS). References will be taken up before interviews are offered, and online searches may be carried out as part of our safer recruitment process.
Early application is encouraged as we review applications throughout the advertising period and reserve the right to close the advert earlier than the stated deadline.

Application deadline: Wednesday 18th November 2026

Interview: W/C Monday 30th November 2026

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