



Teacher – Enhanced ALN Provision
Full Time | MPS + SEN Allowance
Fixed Term: 1 September 2026 – 31 March 2027 in the first instance as the role is grant funded (secondment opportunities available)

JOB DESCRIPTION

Purpose of the Post:

- To support pupils with a range of additional learning needs (ALN) within the Enhanced Provision.
- To provide a rich, meaningful education supporting academic progress, emotional wellbeing, independence and spiritual growth.
- Contribute to an inclusive, nurturing environment where every learner can flourish.
- To further the Catholic ethos and identity of the schools by actively promoting and working within the spirit and purpose of the mission statement.
- To work closely with pupils and provide a bespoke, nurturing learning environment.
- Promote dignity, resilience and confidence in every learner.
- Within the context identified below, to carry out the professional duties set out in the relevant paragraphs of the School Teachers' Pay and Conditions Document.

Responsible for:

- Design and deliver highly personalised learning experiences that respond to the complex needs of pupils.
- Create an environment that is structured, predictable and sensory-aware, supporting regulation and engagement.
- Lead on the planning, implementation and review of Individual Development Plans (IDPs).
- Work in close partnership with support staff, ensuring clarity of roles and consistency of approach.



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- Collaborate across the cluster schools to support inclusive practice and continuity for learner.
- Contribute to a curriculum that is relevant, balanced and meaningful, rooted in pupils' individual starting points.
- Contribute to the teaching in the department.
- To participate in the development of appropriate syllabuses, teaching and learning materials, and schemes of work.
- Provide clear and constructive feedback to support pupil progress and wellbeing.
- Engage positively with families and external professionals to ensure a holistic understanding of each child.
- Support the wider life of the school, including participation in community and faith-based activities.
- To promote equal opportunities within the school and to seek to ensure the implementation of the school's equal opportunities policy.

What you can expect:

Working within our cluster offers:

- A welcoming, supportive network of schools built on shared values and collaboration.
- Skilled and committed colleagues who prioritise inclusive, child-centred practice.
- Opportunities to develop specialist knowledge in sensory-informed approaches.
- Leadership that encourages innovation while providing guidance and support.
- Strong links with families, parishes and the wider community.



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PERSON SPECIFICATION

	Criteria	Essential	Desirable
1.	Candidate can articulate and is willing to actively support the Catholic ethos of the school.	x	
2.	Candidate displays empathy for young people and a desire for them to achieve their full potential both in the subject area and as young people.	x	
3.	Have experience working with pupils with ALN.	x	
4.	Qualified Teacher Status.	x	
5.	Are committed to supporting a Catholic ethos, or are willing to actively contribute to it.	x	
6.	Demonstrate a calm, flexible and reflective approach to teaching.	x	
7.	Are confident in adapting practice to meet a wide range of needs.	x	
8.	Value teamwork and are willing to contribute to a collaborative cluster approach.	x	
9.	Have strong communication skills and the ability to build positive, trusting relationships.	x	
10.	Open to professional growth and keen to develop expertise in ALN and sensory practice.	x	
11.	Evidence of understanding and effective involvement in departmental self-evaluation and development planning processes.	x	
12.	Excellent personal, social and organisational skills.	x	
13.	Demonstrate initiative, a strong work ethic and the ability to prioritise and work effectively under pressure and to strict deadlines both independently and as part of a team.	x	
14.	Willing to contribute to and become actively involved in the extracurricular life of the department and school.	x	



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Safeguarding: The Authority is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

DBS: This post requires the postholder to have an Enhanced DBS Disclosure Application.

