Castle Hill

ASSET Education
Nurturing Humanity

SEND Teacher: Specialist Unit - KS1

Recruitment Pack



About ASSET Education

ASSET is an Education Trust comprising 16 primary schools in and around Ipswich and north-east Suffolk. ASSET is a very special trust and, from the very beginning, we have wanted to tackle social injustice and inequality in education, giving every child the opportunity to be successful and fulfilled in their lives. Our children are our future and we want them to be the best they can be, to have confidence and a sense of service, to be empowered to make our world a more compassionate and sustainable place. Our people are at the heart of what we do; we support one another valuing connections and relationships because we believe that when people are cared for, learning happens and humans flourish. The Complete Human Strategy looks at 6 dimensions of working life and gives staff a structured approach to collectively and individually influence their work environment and access the support they need. We support everyone in the Trust to enjoy success, happiness, confidence and fulfilment, and to have excellent physical and mental health. Our CHS framework provides us with a practical pathway to achieving this, and is based on the 6 fundamental pillars of wellbeing.

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Our Vision and Purpose

We seek to equip and empower the next generation of children to create a more compassionate, equitable and sustainable world where they personally and collectively thrive.

As a group of schools working in collaboration as one entity, we focus on achieving high standards and excellent practice across all schools, so that every individual has the skills, knowledge, behaviours, values and support they need in order to be the best they can be and to make their contribution to the benefit of all.

This means that, together we…

- aim for **excellence** in all areas of school life by envisioning, sharing, researching, developing and innovating together
- build on the **strengths of our people**, growing their confidence and developing their expertise
- take **collective responsibility**, develop partnerships and collaborate at all levels with positivity and resilience
- always look out for and champion the individual and particularly the **vulnerable**
- seek to make a **positive difference** to our communities and promote social justice
- set **no limits** on what we can achieve, are relentless in always striving to improve
- have high **aspirations and ambition** for the future of education and what can be achieved

Our young people will say…

- I am **well prepared** for the next stage of my education, with a good understanding of literacy and good maths skills
- I have a **positive attitude** to life, skills and learning
- I am **responsible**, able to take constructive feedback, respectful and open to new ideas from other pupils and adults
- I am **confident** and **brave** enough to be able to take new risks
- I am a good **team player** because I listen to others and share ideas, also I am able to work positively when asked to work independently
- I have good thinking, questioning, improving work, and **learning skills**
- I **believe in myself** and I am not afraid to take decisions which involve my learning
- I am **confident** to be able to talk in front of my class/schoolmates without fear of failure
- I want to **achieve well** and I will try my best at all times
- I am keen to accept **opportunities** which will help me in my future life, whether it is at school, college, university or in a place of work

SEND Teacher

Job title:	SEND Teacher KS1 Specialist Unit
Location:	Castle Hill Infant and Junior Schools, Ipswich
Hours:	Full time, Permanent role.
Salary/Grade:	MPS/UPS with SEN Allowance
Closing Date:	Wednesday 11th November 2026 Castle Hill reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.
Interview date:	18th November 2026
Starting date	January 2027

The person

We are looking for a hard-working and enthusiastic person with a passion for SEND and Inclusion, who wants to make a difference to the pupils and families they serve. You will have high standards, be a good communicator and collaborate effectively with others across the school.

You will be an experienced teacher with a pioneering attitude, able to understand the balance between creating a supportive environment that meets the needs of children with a range of needs - and having high expectations for children's learning and future lives. This includes empowering colleagues to strive for excellence and building strong and meaningful relationships with parents, carers and other stakeholders.

Based in Ipswich and part of ASSET Education, Castle Hill Infant and Junior Schools work as one. We offer an inspiring curriculum, high expectations, and a holistic approach to child development.

Guided by our values of Passion, Resilience, Integrity, Determination, and Equity, we are a proudly inclusive community. This is an exciting opportunity to join our team; at Castle Hill, everyone is valued and remains a lifelong member of #TeamCastleHill. Find out more by visiting our website: https://www.castlehillprimary.org.uk/

Job Description

Purpose of the Job:

To work with a small class of pupils (at present 13) with moderate and complex learning difficulties and lead a team of 4 Teaching Assistants.

Teachers are responsible for the overall running of their classes and the organisation and teaching of educational programmes, behaviour management and welfare of the pupils in their groups. They should carry out such other associated duties as are reasonably assigned by the Principal.

To lead and prepare learning tasks for leadership and PPA time for other teachers.

Responsibilities include:

- ★ Model excellent communication and interaction with pupils and their families and positive behaviour management strategies; ensuring behaviour expectations are understood by all
- ★ Plan and deliver an engaging, accessible curriculum so that children make progress from their starting points and are ready for the next stage of their educational and personal journey
- ★ Monitor the impact of the curriculum and track performance data to plan next steps, measure progress, challenge staff and pupils
- ★ Work closely with families and carers; building positive and effective relationships that support pupils to feel safe, secure and make progress
- ★ Plan, prepare and deliver assigned programmes of teaching and learning activities to an individual pupil modifying and adapting activities as necessary under the overall direction and supervision of a teacher.
- ★ Develop and promote positive working relationships with staff, pupils and parents and promote the school positively at all times.
- ★ Support and provide personal care to the pupils.







Person Specification

Qualifications	Essential	Desirable
Qualified to degree level and hold QTS	✔	
National SENCo qualification/Professional development in meeting the needs of SEND learners		✔
Qualifications in SEND screening/diagnostic tools		✔
Middle or senior leader professional qualifications		✔
Knowledge and Experience		
Have a minimum of 3 years teaching experience and proven success in creating an inclusive, nurturing environment that has high expectations and where pupils progress	✔	
Experience of planning and delivering a broad and balanced curriculum that is accessible to all, using adaptation, scaffolding and bespoke approaches to plan for pupils with SEND	✔	
Proven ability to build positive, meaningful relationships with colleagues, families and carers and the wider community	✔	
Use of successful systems to monitor and track pupil progress; ensuring excellent outcomes for all	✔	
Have a good understanding of what makes excellent teaching and learning and demonstrate this in the classroom	✔	
Experience of leading a whole school area/subject	✔	
Experience of using a Thrive, Trauma Informed or similar approach to create a nurturing environment and support the social and emotional development of pupils	✔	
Knowledge and experience of the EHCP annual review process and associated paperwork		✔
Building and sustaining successful partnerships with external agencies and providers		✔





Person Specification continued ...

Skills and Personal Attributes	Essential	Desirable
Passionate about SEND with personal and professional integrity and an ability to model the values and vision of the Trust	✔	
Excellent behaviour management skills with a calm and confident demeanour	✔	
Excellent communication, and personable skills to lead, inspire and empower a team to work collaboratively to achieve successful outcomes	✔	
Able to maintain positive relationships with all and able to work as an effective leader and as part of a team	✔	
Give and receive effective feedback and act to improve personal performance.	✔	
Hold leadership qualities and be able to think strategically, drive a vision and ethos to ensure the best experience and outcome for pupils	✔	
Emotional resilience, sensitivity and sense of humour	✔	
Passion, drive and ambition to affect change and improve the life chances of our students	✔	
Be flexible in managing and executing daily responsibilities and have strong planning and organisational skills	✔	
Commitment to ongoing CPD and keeping up-to-date with new research and practices with the ability to deliver workshops and training to other staff	✔	

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What we offer:

- Dedicated, well-resourced classroom space with access to the outside, forest area and gymtrail
- Supportive and ambitious colleagues
- Broad training opportunities
- A supportive peer network
- Work for a multi-award winning Trust with wellbeing at the heart
- SEN Allowance

Further information and visits to the school

For further details, to arrange an initial discussion with the Headteacher please contact:
Joanne Sparkhall jsparkhall@castlehillprimary.org.uk

View our websites:

www.castlehillprimary.org.uk
www.asseteducation.co.uk

Application

If you are looking for a new and rewarding challenge in education, have an interest in and/or background in SEND, are a team player, resilient and passionate about making a difference, then we look forward to hearing from you.

Please apply on My New Term by 11th May outlining how you meet the requirements of the person specification, and how you will be an integral part of the developing and running our new provision.

Interview Process

Shortlisted candidates will be invited to attend an interview the week beginning 18th May

Pre-employment checks

ASSET Education is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

The successful candidate will have to meet the requirements of the job description and will be subject to pre-employment checks including an enhanced Disclosure and Barring Service (DBS) and children's barred list check, health check, online search and satisfactory references.

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