



Primary SEN Teacher

Willow Park School, Milton Keynes

Hours: 40 hours per week, Monday to Friday

Contract: Permanent, Term Time Only

Responsible to: Assistant Headteacher (Teaching and Learning)

At Willow Park School, we support pupils aged 9 to 16 with Social, Emotional and Mental Health (SEMH) needs and a range of associated special educational needs. Our approach is trauma-informed, relational and multidisciplinary, enabling every pupil to feel safe, understood and ready to learn.

We are developing a small nurture class for pupils requiring a primary-style curriculum and highly personalised therapeutically supported educational experience. This is an exciting opportunity for an exceptional teacher to help shape a provision where vulnerable children can rebuild confidence, develop essential skills and experience success.

Job Purpose

To teach a small nurture class of pupils requiring a primary-style curriculum due to their developmental and learning needs. Ensure pupils make measurable progress academically, socially and emotionally from their individual starting points.

The successful candidate will combine warmth with high expectations, building strong and trusting relationships that help pupils regulate, re-engage with learning and achieve outcomes they may once have believed were beyond their reach.

Key Responsibilities

- Teaching a small class of primary-aged pupils with SEMH and a range of additional needs.
- Delivering creative, adaptable and engaging lessons tailored to individual learning styles and developmental needs.
- Supporting pupils who experience behavioural challenges and significant barriers to education.

- Working closely with Teaching Assistants, the SENCo, Clinical Team and Inclusion Team to support EHCP outcomes.
- Building strong, trusting relationships that promote emotional regulation, resilience and positive behaviour.
- Creating a calm, structured and nurturing classroom environment where pupils feel safe and valued.
- Deliver targeted teaching in literacy, communication and numeracy alongside broader thematic learning.
- Develop trusting partnerships with families to promote consistent support between home and school.
- Assessing, tracking and reporting progress accurately.
- Communicating effectively with parents, carers and external professionals.
- Contributing to the continued development of Willow Park's nurture provision.
- Upholding all safeguarding, health and safety, and school policies.

Contributing to School Improvement

- Exercise vigilance in respect of Health and Safety and promptly report all hazards and/or remedy them where appropriate.
- Undertake all duties in a manner calculated to minimise or avoid unnecessary risks, personally or to others.
- Contribute ideas and practice that strengthen the school's journey to becoming a school of first choice.
- Operate at all times in accordance with school and Outcomes First Group policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and representations and Behaviour Policies
- Participate fully in training and take responsibility for personal development
- Participate in team meetings, supervisions, and annual reviews • Promote Willow Park School positively in all professional interactions.
- Support the delivery of Willow Park's five strategic pillars:
 - Life Skills ○ Trauma-Informed Practice ○ Clinical Support ○ Outcomes ○ Literacy
- Undertake any other duties consistent with the objectives and level of responsibility of the post as may be required by the Senior Leadership Team and/or Outcomes First Group

Person Specification

This person specification will be used for recruitment to the Primary SEN Teacher role. It will form the basis of the application form, and candidates will also be assessed against aspects of this person specification at interview.

QUALIFICATIONS (list)	ESSENTIAL	DESIRABLE	TESTING METHOD
Hold a relevant degree or equivalent qualification			Checked certificates
Hold a recognised full teaching qualification such as QTS			Checked certificates
Post graduate SEN qualification			Checked certificates
STATUTORY or ROLE SPECIFIC REQUIREMENTS	ESSENTIAL	DESIRABLE	TESTING METHOD
Strong understanding of early learning, primary curriculum and adaptive teaching.			Application/Interview
A strong commitment to safeguarding and inclusion.			Application/Interview
Demonstrable effectiveness in promoting equality and diversity through teaching, managing the learning environment and challenging discriminatory behaviour and attitudes			Application/Interview
KNOWLEDGE AND EXPERIENCE	ESSENTIAL	DESIRABLE	TESTING METHOD
Experience working with pupils with SEN, SEMH or within alternative provision or PRU settings			Application/Interview
Effective in using a broad range of assessment measures as a driver for improving learners' performance			Application/Interview
Ability to build positive, bounded relationships with vulnerable young people.			Application/Interview
Experience in nurture groups or therapeutic educational settings			Application/Interview

Experience supporting pupils with autism, ADHD, speech and language needs or sensory differences			Application/Interview
Knowledge of traumainformed and restorative practice.			Application/Interview
Experience of working with students with challenging behaviours.			Application/Interview
Excellent classroom practice and behaviour management.			Application/Interview
Innovative and competent in utilising all available resources to provide a stimulating learning environment including IT.			Application/Interview
Understanding of therapeutic and trauma-informed approaches that support pupil progress, regulation and engagement.			Application/Interview
COMPETENCES	ESSENTIAL	DESIRABLE	TESTING METHOD
High expectations for both academic and personal achievement.			Application/Interview
Excellent team-working skills with a record of working cooperatively to achieve individual and team goals			Application/Interview
Excellent interpersonal skills and the ability to communicate effectively, both verbally and in writing, with all stakeholders			Application/Interview
Committed to reflecting on own performance, seeking and accepting constructive feedback and learning from own experiences			Application/Interview
Calm, patient and emotionally resilient approach.			Application/Interview