



SEND Teacher (Maternity Cover)

Cedars Academy Low Fell · Job description and person specification · 2026/27

About the role

We are looking for a teacher to join our creative, nurturing school community and deliver meaningful, bespoke education to children who learn differently. You will lead one of our EYFS or Key Stage 1/2 classes for pupils with complex cognitive and emotional needs.

This suits an experienced SEND or EYFS/primary practitioner who can plan and deliver an engaging curriculum in a practical, sensory-led way. You will plan creative learning around communication, emotional regulation and independence, use Total Communication and assistive technology (training provided), and work closely with therapists, specialist staff and families.

Cedars is a warm community where staff shape their own professional development and contribute to evidence-informed practice. If you have the energy and empathy to make a real difference, we would love to hear from you. This post is not suitable for ECTs.

Post details

Job title	SEND Teacher (Maternity Cover)
Location	Cedars Academy Low Fell, Ivy Lane, Gateshead NE9 6QD
Contract	Fixed term, two terms initially, and may be extended depending on the substantive teacher's return
Hours	Full time
Reporting to	Headteacher / Deputy Headteacher; you will lead the support staff in your class team
Start date	February 2027
Closing date	Friday 6 November 2026, 12 noon
Interview	Wednesday 11 November 2026

Salary and benefits

MPS/UPS plus SEN allowance.

- Teachers' Pension Scheme
- Induction, training and mentoring from experienced colleagues

- Cycle to Work scheme and Salary Extras discounts
- An extra paid Wellbeing Day each year
- Free eye test through our Specsavers scheme
- Access to the gym at High Heworth

Job description

Purpose of the role

To plan, deliver and assess the curriculum as appropriate. You are accountable to the Headteacher and have line management responsibility for the support staff in your teaching team.

Teaching

- Work with your teaching team to plan and organise learning, and guide teaching assistants in supporting it, taking account of the range of ability and each pupil's needs
- Use or oversee a range of teaching and assessment strategies to make sure effective learning takes place
- Keep up-to-date records of pupils' achievements and work, in line with the Academy assessment policy
- Make effective use of resources and learning technology, including symbol software
- Create a purposeful, positive and supportive environment, sensitive to equal opportunities, individual needs and health and safety
- Work with young people with disabilities, one to one and in groups, and organise Personal Learning Plans that build confidence and self-esteem
- Communicate with parents, carers, social workers and other professionals

Pupil progress and curriculum

- Adapt teaching, learning and assessment to individual needs
- Write pupil reports and attend review and parent meetings
- Monitor and review progress using the Academy's tracking systems, and intervene where needed
- Help our leadership team develop an inclusive and relevant curriculum
- Work within the Academy's quality assurance, health and safety and risk management practices

Professional learning and communication

- Complete the Academy's induction training and reflect on your practice to keep improving
- Take part in our Research Based Inquiry professional development programme and in training identified through your development plan
- Attend events and meetings such as parents' evenings and open events, and promote the Academy to the wider community
- Use CPOMS to record pupil concerns and recommendations

General

- Follow Academy policies and codes of conduct, including the smoke-free, IT security, attendance, appearance and behaviour standards
- Carry out your duties in line with the Health and Safety Policy and relevant legislation
- Promote the safeguarding and welfare of the children and young people you work with
- Contribute to the Academy's mission and ethos, and follow the Staff Handbook
- Undertake other duties of a similar nature as assigned by the Headteacher; this job description may evolve and will be reviewed as circumstances change

Person specification

Qualifications

Essential	Desirable	How assessed
• Qualified Teacher Status, with a qualification in Early Years or Primary Education	• Evidence of continuing professional development	• Application form • Interview • Teacher status check

Experience

Essential	Desirable	How assessed
• Experience of working with children with additional needs in an educational setting • Understanding of the barriers to learning for pupils with complex needs • Experience of promoting safeguarding in a school	• Experience of working in a specialist setting • Experience of delivering an EYFS or semi-formal curriculum	• Application form • Interview • References

Knowledge and skills

Essential	Desirable	How assessed
• Knowledge of working with pupils with SEN, autism, and emotional, behavioural or communication difficulties • Sound knowledge of the EYFS and/or KS1 and KS2 curriculum • Adaptable and flexible towards different learner needs • Able to inspire and motivate learners and others • Works effectively as part of a team and liaises well with external contacts, staff and parents/carers • Innovative and enthusiastic, and able to manage change		• Application form • Interview • References

Personal qualities

Essential	Desirable	How assessed
• Warmth, dedication and enthusiasm towards all pupils • Excellent communication and interpersonal skills • Manages own workload and responds to deadlines • Shares expertise and encourages good practice in others • Sound awareness of safeguarding and health and safety	• Interest in extra-curricular activities	• Application form • Interview • References

Other requirements

Essential	Desirable	How assessed
• Satisfactory pre-employment checks (see Keeping children safe) • Able to meet the Occupational Health requirements of the post		• Enhanced DBS • Right to work • Teacher status and prohibition checks • Health questionnaire • Two references

Keeping children safe

We are committed to safeguarding and promoting the welfare of children and young people, and we expect all staff to share that commitment. Any offer is subject to an enhanced DBS check, right-to-work checks, satisfactory references and a health questionnaire. In line with Keeping Children Safe in Education, we will carry out online searches on shortlisted candidates.

Cedars is an equal opportunities and Disability Confident employer. We welcome applications from everyone and will make reasonable adjustments throughout the process.

How to apply

Please apply online through the vacancy listing on our recruitment page, where you can complete your application and upload any supporting documents. Applications must be in by the closing date shown above. We reserve the right to close the vacancy early if we receive a high volume of applications, so please apply early.

We would love you to see our school before you apply. To arrange a visit or a chat about the role, please email Joanne Carr, Deputy Headteacher (joanne.carr@cedarstrust.org.uk).