

 Stockton-on-Tees BOROUGH COUNCIL	JOB DESCRIPTION
DIRECTORATE: Children's Services	SERVICE AREA: Education, Inclusion and Achievement
JOB TITLE: Lead Specialist Teacher	GRADE: Teachers Main Pay Scale
REPORTING TO: Service Lead, SEND Assessment and Review.	

1. JOB SUMMARY
The Lead Specialist Teacher will provide strategic and operational leadership for the Specialist Teacher Service, ensuring high-quality support, challenge and intervention for schools and settings in meeting the needs of children and young people with ASD and/or learning needs. The postholder will line manage and supervise Specialist Teachers, providing professional leadership, performance management, case supervision, coaching and support to ensure the delivery of a high-quality, consistent service across the Borough. The Lead Specialist Teacher will be responsible for the design, coordination, delivery and evaluation of the team's Continuing Professional Development (CPD) programme, supporting schools, settings and professionals to develop their knowledge, skills and confidence in meeting SEND needs within inclusive mainstream environments. Working alongside the Team Manager for Experts at hand, the postholder will oversee the operational delivery of the specialist teaching team in respect of the Experts at Hand model, supporting the development, quality assurance and impact of specialist teacher interventions, ensuring its services are responsive to the needs of schools, children, young people and families. The postholder will maintain a small specialist caseload within the cluster arrangements, providing assessment, consultation, advice and direct support for children and young people with complex needs. This will may contributing to statutory assessments, reviews and Education, Health and Care Plans (EHCPs) where required. The Lead Specialist Teacher will provide professional oversight and quality assurance of SEND Units and Additionally Resourced Provisions (ARPs), supporting the development of inclusive practice, effective provision and improved outcomes for children and young people across mainstream and specialist settings and support mainstream schools to develop their inclusive practice. The postholder will work collaboratively with schools, families, professionals and partner agencies to ensure coordinated planning and early intervention for children and young people with SEND.

The Lead Specialist Teacher may be required to lead specific projects, support service development activity and deputise for the Service Lead, Assessment and Review when required.

2. MAIN RESPONSIBILITIES AND REQUIREMENTS

1.	Leadership and Management • Provide professional leadership and line management to Specialist Teachers, ensuring staff receive regular supervision, support, performance management and professional development opportunities. • Monitor and evaluate the quality and impact of specialist teacher practice, ensuring consistency, compliance with service standards and effective delivery against agreed outcomes. • Promote a positive workforce culture that reflects the Council's values and supports staff wellbeing, accountability, continuous improvement and high performance. • Support workforce planning, service development and succession planning within the Specialist Teacher Team within the SEND Assessment and Review Service Area. • Deputise for the Service Lead as required and contribute to strategic planning, service development and continuous improvement initiatives.
2.	CPD and Workforce Development • Lead the planning, commissioning, delivery and evaluation of the Specialist Teacher Service CPD programme • Develop and deliver training, workshops, coaching and outreach support to schools, settings and wider professionals to improve understanding of ASD, learning needs, inclusion and effective SEND practice. • Ensure training programmes are responsive to local need, aligned to SEND strategic priorities and evaluated for impact.
3.	Experts at Hand • Work alongside the Experts at Hand Team Manager to oversee and coordinate the delivery of the Experts at Hand offer. • Ensure specialist teachers provide timely, effective and high-quality advice, consultation and intervention through the Experts at Hand model. • Monitor outcomes, identify emerging themes and contribute to service improvement and development.
4.	SEND Units and ARPs • Provide professional oversight of SEND Units and Additionally Resourced Provisions (ARPs), supporting quality assurance, service development and effective practice. • Work with school leaders and provision leads to ensure specialist provision delivers positive outcomes, supports inclusion and meets the needs of children and young people. • Support the development of pathways, provision standards and continuous improvement across specialist resource bases.

5.	Direct Support and Casework • Maintain a small caseload of children and young people identified through the cluster arrangements. • Assess needs, provide consultation, advice, modelling and intervention to support inclusion and positive outcomes. • Contribute to statutory assessments, annual reviews, reassessments and the development of EHCP advice where required. • Provide data and information relating to outcomes, impact and service delivery to support strategic reporting, service improvement and performance management.
6.	Partnership Working • Work collaboratively with schools, settings, families, health colleagues and wider partners to ensure joined-up support for children and young people with SEND. • Challenge and support educational settings to improve inclusive practice through evidence-based approaches, professional dialogue and quality assurance activity. • Promote the effective use of graduated approaches, reasonable adjustments and targeted interventions to maintain placements and improve outcomes within mainstream settings wherever appropriate. • Contribute to Council, Directorate and SEND strategic priorities, projects and improvement programmes as required.

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade of the job.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

The Council's Values, Behaviours and Code of Conduct - The post holder is required to carry out the duties in accordance with the Council's Values and Behaviours, our code of conduct, professional standards and promote equality and diversity in the workplace.

Corporate Parenting - As Corporate Parents, we have the same ambition and high aspirations for all children in our care and care experienced young people: that Stockton-on-Tees is a great place to grow up, where children and young people are protected from harm and supported to be the best they can be in life.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high-quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Description dated: September 2026

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DIRECTORATE: Children's Services	SERVICE AREA: Education, Inclusion and Achievement	
JOB TITLE: Lead Specialist Teacher	GRADE: Teachers Main Pay Scale	

CATEGORY	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	• Qualified Teacher Status (QTS). • Degree or equivalent professional qualification. • Evidence of substantial continuing professional development in SEND	• Management Qualification • National Award for SEN Coordination (NASENCO) or equivalent.	Application
Experience	• Significant experience of teaching and supporting children and young people with SEND • Experience of leading or coordinating staff teams. • Experience of providing professional supervision, coaching and support to colleagues. • Experience of delivering training and professional development programmes. • Experience of working collaboratively with schools, families and multi-agency partners. • Experience of contributing to EHCP assessments and reviews. • Experience of service improvement and quality assurance activity.	• Previous line management responsibility. • Experience of performance management and appraisal processes. • Experience of leading SEND projects or service developments.	Application / Interview

		• Experience of working with SEND Units, ARPs or specialist provision. • Experience within local authority SEND services.	
Knowledge & Skills	• Excellent understanding of SEND needs and inclusive practice. • Strong knowledge of the SEND Code of Practice and relevant SEND legislation. • Ability to lead, motivate and develop staff. • Ability to provide constructive challenge and support to schools and settings. • Excellent presentation, training and facilitation skills. • Ability to analyse data and evaluate service impact. • Strong organisational, prioritisation and workload management skills. • High level communication, partnership-working and influencing skills. • Knowledge of effective supervision and performance management practices.	• Knowledge of specialist provision, SEND Units and ARP models. • Understanding of strategic SEND improvement and local authority responsibilities.	Application / Interview
Behaviours	• Demonstrate the behaviours that underpin the Council's Culture Statement • Lead by example • Collaborative team worker • Handle difficult situations sensitively • Pragmatic, flexible and resilient • Self-motivated, energetic, not easily discouraged		Application / Interview
Other requirements	• The role requires frequent travel between venues across the borough, therefore a full driving licence and / or access to transport is essential		Application / Interview
Person Specification dated: September 2026			