

 Stockton-on-Tees BOROUGH COUNCIL	JOB DESCRIPTION
DIRECTORATE: Children's Services	SERVICE AREA: Education, Inclusion and Achievement
JOB TITLE: Specialist Teacher – Specialist Units and ARPS (SURPS)	GRADE: Teachers Main Pay Scale
REPORTING TO: Lead Specialist Teacher	

1. JOB SUMMARY
The Specialist Teacher - Specialist Units and Additionally Resourced Provisions (SURPs) will provide specialist advice, guidance, challenge and support to schools delivering specialist provision through SEND Units and Additionally Resourced Provisions (ARPs) across the Borough. The postholder will work closely with school leadership teams, provision leads and wider professionals to ensure high-quality specialist provision, strong inclusive practice and positive outcomes for children and young people with SEND. Reporting to the Lead Specialist Teacher, the postholder will act as the lead professional for allocated SEND Units and ARPs, providing specialist consultation, training, coaching and support at both individual child and whole-setting level. The role will support schools to develop effective provision, deliver evidence-based interventions and ensure practice remains aligned with local authority expectations and strategic priorities. The postholder will have responsibility for supporting the development, implementation and quality assurance of new and existing SEND Units and ARPs, including contributing to commissioning, service development and provision planning activity. They will undertake six-monthly monitoring visits and annual reviews of specialist provisions, identifying strengths, areas for development and actions required to improve outcomes. The Specialist Teacher will maintain specialist knowledge of SEND and inclusive practice, contribute to workforce development through the delivery of training and professional development programmes, and support schools in meeting the needs of children and young people with complex SEND. The role will work collaboratively with families, schools and multi-agency partners to ensure coordinated support and successful educational placements.

2. MAIN RESPONSIBILITIES AND REQUIREMENTS	
1.	SEND Units and ARPS • Act as the lead professional for allocated SEND Units and Additionally Resourced Provisions (ARPs). • Provide specialist advice, guidance, challenge and support to schools in developing and maintaining high-quality specialist provision. • Undertake regular six-monthly monitoring visits and annual reviews of specialist provisions, evaluating effectiveness, capacity, compliance and outcomes for children and young people. • Produce written reports identifying strengths, areas for development and recommendations for improvement. • Support schools to develop and implement action plans arising from monitoring and review activity. • Develop and maintain strong relationships with Headteachers, SENCOs, ARP Managers and provision staff. • Support the implementation and ongoing development of local authority standards and expectations for specialist provision. • Contribute to the strategic development of SEND Units and ARPs across the Borough.
2.	Development of new provision • Support the planning, implementation and establishment of new SEND Units and ARPs. • Provide specialist guidance regarding staffing structures, curriculum development, provision design and inclusive practice. • Assist with commissioning and mobilisation activity for new specialist provisions. • Support newly established provisions to embed effective systems, policies and practice. • Contribute to local authority sufficiency planning and specialist provision development.
3.	Training and Workforce Development • Design and deliver training and professional development programmes for staff working within SEND Units and ARPs. • Provide coaching, mentoring and modelling of effective specialist practice. • Support provision leaders to develop staff knowledge, confidence and skills in meeting complex SEND needs. • Deliver workshops, network meetings and professional learning events. • Identify emerging workforce development needs and contribute to service improvement activity.
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 • Provide assessment, consultation and advice regarding individual children and young people attending SEND Units and ARPs. • Support educational settings to identify and implement effective strategies and interventions. • Contribute specialist advice to Education, Health and Care Needs Assessments, Annual Reviews and reassessments where required. • Work collaboratively with families and professionals to support positive outcomes and successful placements. • Support transitions into, within and from specialist provisions.
6.	Partnership Working • Work collaboratively with schools, families, health services and wider professionals to ensure coordinated support for children and young people with SEND. • Promote inclusive practice and the effective use of graduated approaches within specialist and mainstream settings. • Represent the Local Authority at meetings relating to specialist provision where required. • Contribute to SEND strategic priorities, service developments and improvement programmes.
7.	Performance and Quality Assurance • Monitor the impact and effectiveness of specialist provision across the Borough. • Analyse data and information relating to attendance, progress, outcomes, placement stability and inclusion. • Contribute to quality assurance frameworks and service evaluation activity. • Provide information and reports to support strategic planning, commissioning and decision-making.

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

 Stockton-on-Tees BOROUGH COUNCIL	PERSON SPECIFICATION	
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		Application
Experience	• Significant experience of teaching and supporting children and young people with SEND. • Experience within SEND Units, ARPs, specialist provisions or resource bases. • Experience of delivering training, coaching and professional development. • Experience of providing advice and support to schools and education professionals. • Experience of contributing to EHCP assessments and annual reviews. • Experience of working with families and multi-agency professionals. • Experience of service development, quality assurance or provision review activity.		Application / Interview

Knowledge & Skills	• Excellent understanding of SEND legislation and the SEND Code of Practice. • Strong knowledge of effective practice within SEND Units and ARPs. • Ability to provide professional challenge and support to schools. • Excellent training, presentation and facilitation skills. • Ability to analyse information and produce high-quality written reports. • Strong communication, influencing and relationship management skills. • Ability to work independently and manage competing priorities. • Knowledge of effective inclusive practice and provision planning.		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			