The Sovereign Trust Candidate Application Pack

SEN Teacher Chatsworth High School and Community College

Chatsworth High School and Community College are looking to appoint a SEN Teacher to join the team.

The full job description and person specification can be found at the end of this pack.

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The Sovereign Trust

We are a family of schools and colleges who believe that by learning and growing together we can inspire children to achieve their highest personal achievements at the same time as enjoying individualised, innovative and creative teaching and learning.

We create environments in our academies that nurture, encourage exploration, celebrate creativity and forge a love of learning. The Sovereign Trust was established in 2016 with the aim of providing exceptional opportunities for learning for a family of special academies across the region.

We started with 2 special schools in Trafford; we now have 6 academies which includes one in the Salford area. Our academies cater for pupils from the age of 2 to 25. Most of the pupils have an Education, Health and Care Plan and may have a diagnosis of Autism, Down syndrome, Physical or Medical needs, Learning difficulties or Social, Emotional and Mental Health issues.

To offer this type of education, we invest heavily in the people who work in our academies. Great academies have great leaders and great staff. Our team has leaders who have proven track records of taking under-performing schools to Outstanding, and once there, maintaining that level of excellence.

This is an exciting time to be part of The Sovereign Trust family, and we are proud to work with such exceptional professionals to deliver on our promise of exceptional opportunities for learning to every child in our care.

Our aims and aspirations are ambitious, as they should be; our children deserve no less. I hope that you will find all the information you need about us on our website https://www.thesovereigntrust.uk/

Chatsworth High School and Community College

Chatsworth High School and Community College are part of The Sovereign Trust. We serve pupils with a broad arrange of talents and strengths who are aged between 11 and 19 years. All of our pupils have an EHCP which describes their learning difficulties which include severe learning difficulties, profound and multiple learning difficulties and autism. Our school is based across three sites to accommodate the increasing numbers of pupils who are joining us.

We pride ourselves on being a welcoming and inclusive school community working closely with parents and carers, health professionals and local authority officers to secure the best possible outcomes for our pupils. We are open to constructive dialogue as we seek to improve our practice every day in order to provide the highest quality education we can for our pupils. We are interested in how we can learn more about how our pupils learn and encourage collaboration with others as a way of achieving this.

'Creating the right life opportunities for every pupil, student and learner through the best quality specialist education and care.'

Job Advert: SEN Teacher

Key Information

Role:	SEN Teacher
Salary:	Teachers' Main Scale M1 – M6 + 1SEN
Employer:	The Sovereign Trust
Location:	Chatsworth High School and Community College, Chatsworth Road, Eccles, Salford, Lancashire, M30 9DY
Start Date:	1st January 2027
Working Pattern:	Full time, Monday-Friday
Contract Type:	Permanent
Pension:	Teachers' Pension Scheme: https://www.teacherspensions.co.uk/
Benefits:	Salary sacrifice schemes for purchasing bikes used for travel to work, through monthly interest free salary deductions. Employee Assistance Programme provides access to a range of wellbeing services.

An opportunity has arisen for a SEN Teacher to join our hard-working, successful, forward-thinking staff team.

Part of the Sovereign Trust, Chatsworth High School and Community College is an Outstanding special school for pupils aged 11 – 19 years located in Eccles, which serves children and young people with severe learning difficulties, profound and multiple learning difficulties and autism, who live in the area.

We are looking for an exceptional practitioner who will contribute to our caring ethos ensuring every pupil in our care reaches their full potential.

We can offer the successful candidate:

- A welcoming and inclusive school community
- Children who make excellent progress and love coming to school
- A staff team who are deeply committed to our pupils
- Bespoke continuous professional development for staff

We are strongly committed to offering our children an excellent education in partnership with their families and local communities. If you are flexible, energetic, enthusiastic and passionate about supporting young people with additional needs to be the best they can be, we would like to hear from you.

We encourage you to view our website for greater insight into our school: https://www.chatsworthacademy.co.uk/

The successful applicant will:

- Be motivated by our core values
- Have a passion for supporting our children
- Have a good understanding of SEND together with the learning needs of children
- Have high expectations and the ability to ensure good learning and progress for all children
- Have a strong commitment to teamwork

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Applications from Early Career Teachers (ECT's) are welcomed

Job Description and Person Specification

SEN Teacher Chatsworth High School and Community College

Job Description

Position Summary

To provide high-quality teaching and learning for pupils with special educational needs, ensuring that each child makes progress according to their individual potential. The SEN Teacher will support pupils' social, emotional, and academic development in a nurturing and inclusive environment.

Main Responsibilities

General

- To undertake such duties as the Headteacher may reasonably determine, in accordance with the School Teachers Pay and Conditions of Service document in force at the time.
- To recognise that they are appointed as a member of staff at Chatsworth High School and Community College, and that they may be deployed in any situation appropriate to their qualifications, experience and/or skills.
- To follow and fulfil all responsibilities and expectations set out in the Teachers' Standards outlined by the Department of Education.
- Monitor, assess, record, and report on the progress of individual pupils.
- To provide high quality learning experiences for pupils.
- Support pupils' social and emotional wellbeing, promoting independence and resilience.
- Work collaboratively with teaching assistants and other colleagues to support pupil learning.
- Implement effective strategies for managing challenging behaviour and creating a positive learning environment.
- To communicate and consult with parents and carers, sharing with them the targets for their pupil's learning and development and regular updates on their progress through formal and informal means.
- To participate in the school's Performance Management arrangements during which objectives will be agreed upon, relating to professional development and pupil progress.
- Participate in staff meetings and contribute to school decision-making and consultation procedures.
- To manage classroom and teaching equipment to create a positive, stimulating and safe learning environment, which makes full use of available resources.
- To fulfil any further duties reasonably requested by the headteacher.
- To undertake such additional duties as are reasonably commensurate with the level of this post.

Knowledge and Skills

- Principles and practices of effective personalised teaching and learning to meet the needs of children with complex SEND
- Principles and practices of monitoring/assessment/evaluation

- To be an excellent classroom practitioner who is reflective, honestly self-evaluative and is able and willing to share knowledge, expertise and skills with professional colleagues.
- Principles of curriculum planning
- Using assessment and data to plan sustained development of pupils in all areas of their development
- Maintain a safe learning environment, ensuring the safety and wellbeing of pupils is prioritised
- The application of computing to learning, teaching and subject management
- Working in/leading teams/partnerships to deliver improvements
- Processes and systems for monitoring and evaluation
- Resource planning and management
- School improvement strategies and the process of school self-evaluation

Personal Qualities (Emotional Intelligence):

Self-awareness	**Social awareness**
Emotional awareness	Empathy
Accurate self-assessment	Organisational awareness
Self-confidence	
Self-management	**Relationship management**
Emotional self-control	Developing others
Transparency	Inspirational Leadership
Adaptability	Change catalyst
Achievement orientation	Teamwork and collaboration
Initiative creativity	Influence
	Conflict management

Person Specification

Requirements	Essential	Desirable	Application	Interview	References
Qualifications	• Hold QTS or QTLS • Ability to participate in development and training opportunities.	• Any additional training and professional qualifications needed • Additional qualifications pertinent to the field of SEND	✓	✓	
Experience	• Appropriate to qualifications	• Experience as a teacher of students with autism, SLD and PMLD • Experience of working in a special education setting • Experience of leading a subject	✓	✓	✓
Specific Knowledge	• Evidence of high-quality practice relating to students with autism, SLD and PMLD • Secure and consistent subject knowledge in a recognised curriculum area • Understanding of the variety of ways in which students with learning difficulties learn and practical knowledge of appropriate strategies to support their learning • An understanding of the broad range of social and economic challenges		✓	✓	✓

	encountered by students in urban settings				
Skills	• Motivate, inspire and support students • Create and sustain positive working relationships within a team • Ability to relate well to young people • Ability to work constructively as part of a team • Identify and clearly communicate objectives, ideas and instructions • Demonstrate a clear understanding for the need for effective assessment, recording and reporting • Contribute to the overall development of teaching and learning throughout the school		✓	✓	✓
Professional Qualities	• An ability to practically apply the teachers' standards for qualified teachers to real learning contexts • The capacity for developing their personal professional capacity • An understanding of the principles EHCP process • The ability to support families and other			✓	✓

	agencies in their work with students • The ability to organise their own time efficiently				
Personal Attributes	• Flexibility • Enthusiasm • Integrity • Honesty • Emotional and physical resilience • Good sense of humour • Excellent health, attendance & punctuality record • The ability to maintain confidentiality regarding sensitive issues				

How to apply

Are we the right school for you?

If you wish to be considered for this vacancy, you should complete the attached application form. Please note that only applications on the Trust's application form will be considered. Candidates who submit a CV will not be short-listed. **Completed applications are to be returned to hr@thesovereigntrust.uk** to arrive by 9:00am, Friday 16th October 2026.

Closing date for receipt of applications:	Friday 16th October 2026 by 9:00am
Interviews for successful candidates will be held at Chatsworth High School and Community College:	Thursday 22nd October 2026

Keeping Children Safe in Education

The Sovereign Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working for the Trust to share this commitment.

An online search will be carried out and a Childcare Declaration form will be required from shortlisted candidates.

This post is subject to a satisfactory two-year reference history, which we will endeavour to seek prior to interview, Disclosure & Barring Service (DBS) check (previously CRB), medical clearance, and proof of legal working in accordance with the Asylum and Immigration Act 1996.

A copy of our Safeguarding and Child Protection Policy can be found on our website by following this link https://www.thesovereigntrust.uk/policies-1/ .