The Sovereign Trust Candidate Application Pack

SEN Class Teacher Pictor Academy

Pictor Academy are looking to appoint an SEN Teacher to join the team.

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

Contents

The Sovereign Trust	**Page 2**
Pictor Academy	**Page 3**
Job advert, Job Description and Person Specification	**Page 4-9**
How to apply	**Page 10**

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 5 academies which includes two in the Salford area and one Post-16 Specialist College for students aged 19-25 years, also in Salford. 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 underperforming 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 I am 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/

Paul Eckley
Chief Executive Officer

Pictor Academy

Pictor Academy is one of Trafford's three Primary Specialist schools catering for pupils in the south of the borough and a small number from neighbouring local authorities. Pictor provides specialist support for learners who have identified needs that may be complex and significant in the areas of cognition and learning including those with moderate, severe and profound learning difficulties. Many of our pupils have additional diagnoses including a large number with Autism and other conditions e.g. Down Syndrome, ADHD. In addition, pupils may have sensory or physical difficulties e.g. visual and hearing impairments or sensory processing difficulties. Pictor Academy is a warm and welcoming community and we pride ourselves on 'achievement for all and enjoyment in learning for life'.

Our core values are:

We help each pupil to succeed through a highly personalised curriculum, innovative teaching and highly trained, experienced staff. We build effective and engaging learning partnerships between school and home.

We encourage you to view our website for greater insight into our wonderful school: https://pictoracademy.org/.

Job Advert: SEN Class Teacher

Key Information

Role:	SEN Class Teacher
Salary:	Teachers' Main Scale M1 – M6 + 1 SEN Point Starting Salary/SEN Point will be dependent on skills and experience
Employer:	The Sovereign Trust
Location:	Pictor Academy, Grove Lane, Timperley, Altrincham, WA15 6PH
Working Pattern:	Part-time / 0.6 FTE
Contract Type:	Permanent
Start Date:	4th January 2027 or as soon as possible after this date
Pension:	Teachers' Pension Scheme: https://www.teacherspensions.co.uk/
Benefits:	Salary sacrifice scheme 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 Class Teacher to join our hard working, successful and forward-thinking team.

Pictor Academy is a successful and welcoming school held in high regard locally and nationally. The school is for children aged 2 - 11 with a range of special educational needs including moderate, severe and profound learning difficulties. A number of pupils also have additional diagnoses including Autism, physical impairments and sensory needs.

Each pupil at Pictor benefits from a personalised curriculum approach including activities that are designed to promote positive progress across all areas and achieve their full potential. Programmes include specialist approaches, resources and joint working with a range of therapists and agencies to help them do this.

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

We can offer the successful candidate:

- A highly successful school with friendly, well-motivated and highly committed staff
- A hard-working and supportive advisory committee
- Children who make excellent progress and love coming to school
- Bespoke performance management to ensure you have the support you need towards fulfilling your career aspirations
- The opportunity to be part of a school as we plan new and exciting opportunities
- A unique school that encompasses a variety of teaching methods and learning styles

- An experienced leadership team who are keen to support all to achieve their goals and future aspirations
- A staff team who are dedication to providing a trusting, supportive and secure base for all

We are strongly committed to offering our children an excellent education in partnership with their families and local communities. We are looking to recruit a Teacher who shares our commitment. 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 outstanding school: https://pictoracademy.org/.

The successful applicant will:

- Be motivated by our core values
- Have a passion for supporting our children
- Have the emotional resilience needed to work with young people who have a range of complex needs
- Have the interpersonal skills needed to foster positive relationships with children, other staff members, parents and other agencies
- Be able to demonstrate high levels of empathy and understanding for children who have experienced difficult times
- Possess excellent teaching and classroom management skills
- Have a good understanding of specialist teaching approaches and how to personalise learning to meet the needs and individual outcomes for pupils.
- Have an energetic approach to their role in a school, displaying high energy levels to provide creative and dynamic lessons
- Hold high expectations of themselves and others • Have a strong commitment to teamwork

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

Job Description and Person Specification

SEN Class Teacher Pictor Academy

Job Description

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 she/he is appointed as a member of staff at Pictor Academy, and that she/he may be deployed in any situation appropriate to her/his 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.
- Consistently delivering high-quality lessons for pupils with a variety of Special Educational Needs from age 2 – 11.

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
- Principles of curriculum planning
- 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

Teaching Time

The school's teaching week is 32.5 hours.

This job description may be amended at any time after discussion with you, and in any case will be reviewed annually. For the full Conditions of Employment please refer to the relevant pages of the School Teachers' Pay and Conditions Document.

Person Specification

Attributes	Essential	Desirable	Application	Interview
Qualifications	• **Qualified teacher status**	• **SEN specialism**		
Experience	• **Experience or expertise in SEN** • **Team Teach trained or willingness to train**	• **Experience of working in EYFS** • **Evidence of qualifications of study concerning SEN**		
Professional Understanding, Knowledge and skills	• **Understanding of target setting** • **Knowledge of how the National Curriculum can be adapted to meet the needs of pupils with a range of SEND relevant to the age range of the school including assessment recording and reporting**	• **Experience of creating and maintain effective partnerships with parents to support pupil's learning.**		

Specific Knowledge	• **Awareness of the Education Acts and the SEND code of Practice**			

Understanding and skills				
Teaching and Learning	• **Practical understanding of effective teaching and evaluation strategies for pupils with SEN** • **Successful and sustained teaching experience across relevant Key Stages** • **Able to manage pupil behaviour effectively** • **Knowledge and understanding of the relevant curriculum requirements**	• **Experience of monitoring and evaluating teaching** • **Experience of planning a curriculum area relevant to the needs of pupils at Pictor Academy**		
Leadership and Management	• **Able to lead a team and manage a class effectively** • **Able to motivate pupils and staff, setting high standards and provide a focus for improvement**	• **Able to lead curriculum or aspect development**		

Professional values, qualities and skills	• **Able to establish and develop good relationships with all involved in the school** • **Able to work effectively as a team member** • **Ability to communicate effectively in writing and orally.** **Competent in the use of IT** • **Flexible and approachable** • **Resilient under pressure**	• **Bring personal interests and enthusiasms to the school community**		
	• **Able to deal sensitively with people and resolve conflicts** • **Positive and energetic approach to work** • **Excellent attendance record**			

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 8:00am on Monday 30th November 2026.

Closing date for receipt of applications:	Monday 30th November 2026 at 8:00am
Shortlisting	Monday 30th November 2026
Interviews for successful candidates will be held at Pictor Academy:	Week beginning 14th December 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/ .