



Company	Utopia
Job Title	Teacher
Responsible to	Headteacher
Prepared by & date	Chris Black, Managing Director - 9 th January 2026

Employee Specification

Essential Attribute	Identified by	Desirable Attribute	Identified by
Qualifications			
<ul style="list-style-type: none"> • Educated to Degree level or equivalent in relevant field • Recognised teaching qualification 	Application	<ul style="list-style-type: none"> • Qualified Teacher Status 	Application
Experience			
<ul style="list-style-type: none"> • Experience of teaching students with SEND • Experience of raising attainment within subject area • Evidence of successful & relevant curriculum development • Experience of creating and maintaining assessment/tracking records for individuals and groups • Experience of working with student with social, emotional, and mental health difficulties including emotionally school-based avoidance. 	Application/ Interview Application/ Interview	<ul style="list-style-type: none"> • Experience working with families of students with SEND • Pastoral leadership experience • Experience of teaching across a range of subjects 	Application/ Interview Application/ Interview
Skills and Abilities			

<ul style="list-style-type: none"> Understanding of quality first teaching and effective intervention strategies for those with SEND Excellent communication and interpersonal skills Ability to work independently, flexibly and teach a range of curriculum subjects Ability to implement effectively a range of assessment for learning strategies Knowledge of Safeguarding and Child Protection procedures. Ability to be flexible and adaptable to the needs of students Proficient IT skills including use of Word, PowerPoint, Excel 	Application/ Interview	<ul style="list-style-type: none"> Knowledge of the barriers that SEND young people face and how to develop programmes to support this Up to date understanding of SEND issues for students with diverse needs 	Application/ Interview
Special requirements			
<ul style="list-style-type: none"> Approachable, reliable and flexible with an excellent sense of humor Passion, resilience, and relentless optimism Ability to work as part of a team and students to help them achieve their potential Ability to promote and endorse the Utopia core values and ethos A genuine care for young people with SEND A genuine understanding of the importance of informality and approachability in working with staff and students 	Reference/ Interview	<ul style="list-style-type: none"> D1 Drivers Licence Experience delivering GCSE/FS English or BTEC qualifications 	