



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 	