



**Alternative Provision Class Teacher based at Ingatestone
Infant School and Ingatestone and Fryerning CE Junior School**

Trust Vision and Values:

To unlock every child's potential as a unique child of God

Respect – Forgiveness – Trust – Responsibility – Thankfulness – Justice – Humility

The vision of the Trust is for every child and adult to flourish, achieving the best possible outcomes, across the breadth of the curriculum, with a wealth of rich engaging experiences, within a culture where everyone feels like they belong and can shine. We are already on this journey but want our school leaders to work collaboratively across the Trust to lead our staff and pupils, as well a working in partnership with parents and the community, to achieve this vision together over the coming years.

The Mid Essex Anglican Academy Trust (MEAAT) is excited to launch a brand-new Alternative Provision and we are looking for a passionate, skilled, and child-centred teacher to help bring this vision to life. This is a rare and rewarding opportunity to shape a provision from the ground up—one designed to ensure children with significant and complex needs can thrive within their own community, alongside their siblings, and surrounded by a strong sense of belonging.

About the Role

In its first year, the provision will be based at Ingatestone Infant School, supporting six pupils with severe learning difficulties (SLD) and complex needs. As the provision grows, it will expand to support twelve pupils six at Ingatestone Infant School and six at Ingatestone and Fryerning CE Junior School, with the AP teaching leading learning across both settings.

The AP teacher, will be supported by a newly appointed team of five experienced and compassionate adults, working together to create a nurturing, inclusive, and aspirational environment.

We Are Looking For Someone Who:

- Is deeply committed to inclusive practice
- Believes every child deserves to flourish in their local community
- Is excited by the chance to shape a brand-new provision alongside the trust's inclusion team
- Has the passion, creativity, and resilience to meet complex needs with compassion and skill
- Values strong relationships with families and the wider school community

Why This Role Matters

This Alternative Provision is more than a placement—it is a promise. A promise that children can stay close to home, remain in the heart of their community, and attend the same schools as their siblings, while families receive support, connection, and genuine partnership.

If you are ready to make a profound difference, lead an exceptional new chapter for MEAAT, and 'to unlock every child's potential as a unique child of God', we would love to hear from you.

The key areas of responsibility in a class teacher role are as follows:

- Teach a class of EYFS, KS1 or KS2 pupils and ensure that planning, preparation, recording, assessment and reporting meet their varying learning, social and emotional needs;
- maintain the positive ethos and core values of the school, both inside and outside the classroom;
- contribute to constructive team-building amongst teaching and non-teaching staff, parents and governors;
- ensure that the current national conditions of employment for schoolteachers are met.

This is a teacher position, therefore, the Professional duties of teachers, (other than the CEE and Heads) are set out in the School Teachers pay & Conditions Document and describe the duties required of all teachers. In addition, the specific requirements of the post of classroom teacher, along with the particular duties expected of the post holder have been set out below:

Principal Accountabilities:

The Class Teacher for the Alternative Provision will be accountable for:

- achievement of all pupils in the provision;
- achievement of all pupils in the school related to their subject leadership area.

Duties:

The class teacher will:

- implement agreed school policies and guidelines;
- be familiar with and implement specific school policies – child protection, health & safety, confidentiality, equalities;
- support initiatives decided by the Headteacher, SLT and other staff;
- plan appropriately to meet the needs of all pupils, through differentiation of tasks;
- be able to set clear targets, based on prior attainment, for pupils' learning;
- provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
- keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
- report to parents on the development, progress and attainment of pupils;
- maintain good order and behaviour amongst pupils, in accordance with the school's behaviour policy;
- participate in meetings which relate to the school's management, curriculum, administration or organisation;
- communicate and co-operate with specialists from outside agencies;
- lead, organise and direct support staff within the classroom;
- to participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager;
- to comply with individual responsibilities, in accordance with the role, for health & safety in the workplace; and
- ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy.

General:

- Establish constructive relationships and be supportive of, and sensitive to, the needs of colleagues, pupils and the wider school community

- Encourage interaction and teamwork within the school and Trust; attend relevant school meetings, as required, share ideas and new initiatives Job Description
- Respect confidentiality and maintain professionalism at all times
- Actively engage in relevant training opportunities, taking responsibility for own professional development
- Participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager
- Contribute to the overall ethos, work and aims of the school and Trust
- Comply with all School and Trust policies and procedures, including the Code of Conduct and those relating to child protection, equal opportunities, health & safety, confidentiality and data protection, reporting concerns to an appropriate person.

The duties above are neither exclusive nor exhaustive and the post-holder may be required by the Head to carry out appropriate duties within the context of the job, skills and grade.

The Mid Essex Anglican Academy Trust and all its academies are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to complete a Disclosure & Barring Service (DBS) application, medical checks and references.

Contractual information:

Full-time permanent contract

Pay scale: M4 to M6 (a SEND point will be considered dependent on experience and qualifications) + London Fringe

Closing date: Midday Friday 27th February

Shortlisting date: 27th February

Interview date: 6th March

PERSON SPECIFICATION: Alternative Provision Class Teacher

	Essential	Desirable
Qualifications	Qualified teacher status	Evidence of a commitment to further professional development The desire to complete SENCO training
Experience	The class teacher should have recent experience of <ul style="list-style-type: none"> Teaching children with complex needs or SLD 	In addition, the class teacher might have experience of: <ul style="list-style-type: none"> Teaching across the full primary range Teaching in a specialised provision
Knowledge & Understanding	The class teacher should have knowledge and understanding of: <ul style="list-style-type: none"> The theory and practice of providing effectively for the individual needs of all children e.g. classroom organisation and learning strategies; Statutory National Curriculum requirement at the appropriate key stage; The monitoring, assessment, recording and reporting of pupils' progress; The use of assessment to support learning and track progress; The role of other adults in the classroom; Effective teaching and learning styles; School self-evaluation; Leadership roles, responsibilities and expectations (including curriculum/area responsibility); The statutory requirements of legislation concerning Equal Opportunities, health and safety, SEND and Child Protection; The positive links within school and with all stakeholders. 	In addition, the class teacher might also have knowledge and understanding of: <ul style="list-style-type: none"> The preparation and administration of statutory National Curriculum tests; The links between schools and the community.
Skills	<ul style="list-style-type: none"> Challenge and support colleagues to develop; The class teacher will be able to: promote the school's aims positively, and use effective strategies to monitor motivations and morale; Develop good personal relationships within a team; Establish and develop close relationships with parents, governors and the community; Communicate effectively (both orally and in writing) to a variety of audiences; Create a happy, challenging and effective learning environment; Contribute to extra-curricular provision; Reflect analytically on their own and others' practice. 	<ul style="list-style-type: none"> Ability to build a team
Personal Characteristics	<ul style="list-style-type: none"> Approachable and positive Committed and determined Empathetic Enthusiastic, with a good sense of humour Organised, creative and fun-loving Patient Reflective & Critical 	

