



Specialist SEND College Teacher (Skills for Life Pathway)

Information Pack

September 2026



Job description: Specialist SEND College Teacher (Skills for Life Pathway)

Accountable to: Deputy Head of College and Director of Education

Job purpose: To provide high-quality, personalised teaching for students following our Skills for Life Curriculum. Working as part of a multidisciplinary team, you will deliver engaging learning experiences that promote communication, independence, well-being and preparation for adulthood.

The Skills for Life Curriculum supports students with highly complex physical, learning and medical needs who are working primarily at Pre-Entry and Entry 1 levels. Delivered within small tutor groups, the curriculum combines educational, therapeutic and physical learning approaches to develop communication, agency, independence and mobility. Students require significant support throughout the day, with many preparing for greater independence and future residential living.

Main duties and responsibilities:

- Promote and empower students' voice at all times.
- Provide personalised learning opportunities that are evidence-informed, demonstrating breadth and continuity between areas of learning.
- Ensure learning is sequenced with clear structures and pace that are relevant to each student.
- Ensure learning experiences are enriching, meaningful and functional, fostering creativity while engaging and motivating students.
- Design learning opportunities that enable students to access and experience their community, preparing them for life beyond education.
- Embed a holistic approach to teaching incorporating students' behaviour and emotional needs, physical wellbeing, communication needs and adaptations for greater independence and self-management to reduce barriers to learning.
- Ensure learning meets the unique needs of students, promotes personal growth and prepares them for adulthood.
- Collaborate regularly with the multidisciplinary team, integrating specialist advice, goals and targets into planning, and supporting the implementation of relevant interventions and assessments.
- Assess, evidence and moderate students' progress, demonstrating accountability for the learners you teach and maintaining accurate records on relevant reporting systems.
- Communicate students' progress clearly and effectively through written reports and reviews.
- Proactively engage with parents/carers, building positive and respectful relationships, and represent the College professionally in meetings and related activities.

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Main duties and responsibilities:

- Provide professional leadership within the class team, deploying staff effectively to enable students to achieve high standards, make progress and receive high-quality care.
- Contribute to the performance management and professional development of staff working within your class team, ensuring professional standards and responsibilities are maintained.
- Complete and support the implementation of relevant risk assessments, including those relating to educational visits.
- Promote and safeguard the welfare, wellbeing and safety of all students, acting in accordance with statutory guidance and Treloar Trust/College policies.

Other duties:

- Comply with Trust policies relating to health and safety, equality, diversity, confidentiality and data protection.
- Maintain and develop own professional knowledge and awareness.
- Undertake any other duties reasonably requested by your line manager that are consistent with the purpose and responsibilities of the role.

This job description is intended as a guide to the main duties and responsibilities of the role and is not intended to be an exhaustive list.

This job description will be reviewed and amended in light of changing professional demands.



Person specification

ESSENTIAL	DESIRABLE
Qualifications 1. Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS).	• SEN qualification • Risk Assessment Qualification • Health and Safety Qualification
Knowledge and experience 1. Experience of working with students with physical, learning and communication difficulties. 2. Experience of working in a multidisciplinary environment. 3. Experience of using the sensory environment to facilitate learning. 4. Experience of delivering the curriculum outside of the classroom setting (e.g., in the community).	• Experience of teaching young people with complex needs
Skills and abilities 1. A very good classroom practitioner. 2. Able to lead, direct and manage Student Support Assistants (SSAs) effectively. 3. Ability to respond positively to change. 4. Pro-active and highly motivated and able to motivate both students and a staff team. 5. Ability to contribute to curriculum development/review. 6. Ability to reflect upon and evaluate own performance. 7. IT literate. 8. Proficient and confident in both literacy and numeracy. 9. Outstanding communication and interpersonal skills.	
Personal qualities 1. A commitment to promoting and safeguarding the welfare of students. 2. Ability to work as a member of a multidisciplinary team. 3. Good listener. 4. Commitment to enabling students to recognise and celebrate achievement. 5. Operates effectively within a climate of change. 6. Meets deadlines and works well under pressure. 7. Positive, optimistic and professional.	• Willingness to share expertise
Physical requirements 1. Able to cope with the physical demands of the job.	
TRELOAR TRUST IS COMMITTED TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS All successful candidates will be subject to a Disclosure and Barring Service Check along with other relevant employment checks.	

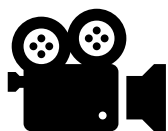
About Treloar's

Treloar's was founded in 1907 and over a hundred years later Treloar's has steadily grown and developed, becoming one of the country's leading providers of education, care, therapy, medical support and independence training for physically disabled young people.

Today we are a charity which provides a highly specialist school and college for disabled children and young adults with complex needs all under one roof in Alton.



Based in Hampshire, we are one of the UK's largest specialist education centres, supporting around 180 students, aged 4-25 years who come from across the UK. Students come to Treloar's because we have a highly-adaptive environment, and provide support that mainstream education centres can't, such as on-site health, specialist equipment, physio, occupational and speech and language therapy.



Treloar School and College - YouTube

Every day we give young people the emotional, physical, clinical and educational support that their complex conditions require. And we'd love you to be part of this too.



"For me, Treloar's is a place where people like me are encouraged to reach their full potential and where they're allowed to be who they want to be. Furthermore, it's a place where we're respected, have fun and treated like family, both in and out of the classrooms and houses."

Student Governor

Treloar's values and ethos

Our vision

A world where physically disabled young people take control of their lives and achieve their aspirations.

Our mission

To enable physically disabled young people to achieve their aspirations by:

- Providing personalised learning, therapy and care
- Supporting transition into adulthood
- Promoting independence and inclusion

Our values

Inclusion



**We help
everyone join in**

We are inclusive

Everyone – regardless of physical ability, where they live or their means – should have the opportunity to take part in life. We treat our beneficiaries with the same dignity as their non-disabled peers and work to remove barriers in their way.

Our students and beneficiaries are always at the centre of everything we do. Before we make decisions, we ask, “How will our students and beneficiaries benefit from this?”

Integrity and respect



**We are friendly
and kind**

We act with integrity and respect

Physically disabled young people should be free to direct their own lives. We listen to young people's views and support them to make age-appropriate choices about their daily life and informed choices about their future.

We celebrate and promote diversity, value and support each other, and treat everyone with mutual respect. We support a culture of openness, honesty and transparency, where the safeguarding of our students and wellbeing of our staff is paramount.

Excellence



**We always
try our best**

We strive for excellence

Physically disabled young people and their families deserve outstanding care and support.

We work to make sure all our services are excellent and actively challenge each other to ensure continuous quality improvement.

We continually innovate to ensure that our beneficiaries receive the cutting-edge, excellent support they deserve.

We strive to ensure that our school and college develop and evolve with the needs and potential of our students, but we also want to take the message of inclusivity out more widely, sharing our experience and expertise outside of Treloar's for the benefit of more disabled people.

About the college

Treloar College is a specialist further education (FE) college which offers residential and day provision for physically disabled learners aged 16–25 years; many of whom also have complex medical needs, communication needs, sensory impairments and/or learning difficulties.

Treloar College offers outstanding education, therapy and care for physically disabled young people, so that every student can achieve and work towards a future that is as independent as possible.

We are experts in our field, giving young people the emotional, physical, clinical and educational support to meet their needs.

Our aim is to support young people whilst they are at Treloar's to become as independent as they can be. Whether that is to be able to make choices, have an appropriate means of communication or to be able to manage their own finances and live independently.

We prepare all our students for their life beyond Treloar's by working with the individual's goals and aspirations to develop a bespoke programme that enables them to achieve their aims.

We have four comprehensive pathways which are then individualised. These pathways are designed to support a range of learners working from Pre-entry Level to Level 3, enabling our students to fulfil a wide variety of aspirations including access to higher, independent living, increased choices and employment.

College pathways:

- Skills for Life
- Skills for Independence
- Employability and Vocational
- HSDC Alton College pathway



Additional benefits and support

- **Pension Scheme** – The Trust operates a Group Personal Pension Scheme. The employee's contribution is flexible from 3.2% of basic salary up to the maximum allowed by the Inland Revenue. The employer will pay one and a half times the employee's contribution up to a maximum of 7.5% of basic salary. Teachers may join the Teachers Pension Scheme.
- **Independent Financial Advice** – available to those who join the Group Personal Pension Scheme
- **Life Insurance** – free life insurance cover equal to 3x basic salary (excluding those in Teachers Pension Scheme who have life insurance provided as part of their pension arrangements)
- **HSF Health Cash Plan** – HSF health plan covers day to day health costs like dental & optical bills, as well as physiotherapy and chiropractor support. Also included within the plan is HSF Assist which provides unlimited access to a variety of assistance helplines and services such as GP Telephone Advice, Counselling service, legal helpline.
- **HSF Perkbox** – access to a large variety of discounts
- **Occupational Health Service**
- **Discounted Gym Membership** – at nominated gym club premises close to Treloar
- **Critical Illness** – one year's salary as a lump sum payment to those colleagues who have a critical illness recognised by the policy.
- **Generous Holiday**
- **Sabbatical Leave** – after 5 years' service, an employee may apply for a period of unpaid sabbatical leave to a maximum of 4 months. Some of the period must be spent on activities that have relevance to the candidate's work within the Trust.

Training and Development

We are committed to **developing** and **supporting** our colleagues throughout their career. Our training package is **extensive**. You will have **multiple** paid training opportunities during your time here and if you are interested in expanding your career, we are committed to **career progression**, with many progress pathways open to you.



How to apply

Role: Specialist SEND College Teacher (Skills for Life Pathway)

Hours: Full time, Term time only

Salary: £32,507 – £48,746 per annum (Dependent on experience)

Closing date: Sunday 4th October 2026

Interview date: Thursday 15th October 2026

Please visit our website and complete the application form online.
Alternatively an application form can be downloaded and returned to
hr@treloar.org.uk

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested in the position, please submit your application as early as possible.

If you'd like to visit or have an informal conversation with the Deputy Head of College, please contact Stephanie.Gayle-Uche@treloar.org.uk

Treloar Trust is committed to safeguarding children, young people and vulnerable adults.

All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks.

We look forward to hearing from you and thank you for your time.