



Aspirational • Collaborative • Joyful • Compassionate

Job Description

Job title	Sixth Form Teacher
Location	St Elizabeth's Centre, SG10 6EW
Responsible to	Deputy Head of 6 th Form
Accountable to	Director of Adult Learning

About St Elizabeth's

Based across 60 acres of beautiful countryside in Much Hadham, Hertfordshire, St Elizabeth's is a charity supporting children, young people and adult day clients with epilepsy and other complex medical conditions, the severity of which impacts upon their health, social, behaviour, learning and emotional development.

Our values

The post holder will be expected to operate in line with our workplace values which are:

- Aspirational** – we aim higher
- Collaborative** – we work together
- Joyful** – we love what we do
- Compassionate** – we care

Scope of the role

As a Teacher at St Elizabeth's Sixth Form, you will lead and deliver high-quality, individualised education to young people aged 16–19 with complex learning needs. You'll create inclusive, engaging, and meaningful learning experiences that promote independence, build confidence, and support long-term transitions into adulthood.

Main duties and responsibilities

Teaching and Learning

- Plan and deliver creative, differentiated lessons tailored to individual Education, Health and Care Plans (EHCPs).
- Prepare and review Individual Learning Plans with clear, measurable targets.
- Create an inclusive learning environment that supports students with a wide range of complex needs, including PMLD, epilepsy, autism, and sensory needs.
- Promote progress through adaptive teaching and ongoing assessment.
- Maintain accurate records, including assessments, progress reports, and outcomes tracking.
- Personalise learning in accordance with the National Curriculum and pre-formal learning frameworks.

Collaboration and Communication

- Work closely with Learning Support Assistants, therapists, care teams, families, and external professionals.
- Contribute to multi-disciplinary team meetings, reviews, and planning.
- Engage with parents/carers and external agencies to support student outcomes.

Safeguarding and Wellbeing

- Ensure the safety, dignity, and wellbeing of all students.
- Proactively uphold safeguarding and child protection procedures.
- Support the positive behaviour framework and respond appropriately to behavioural challenges.

Quality and Leadership

- Participate in quality assurance, school improvement initiatives, and internal/external inspections (e.g., OFSTED).
- Line manage and mentor classroom support staff.
- Maintain professional development through CPD and reflective practice.
- Promote a joyful, inclusive learning culture rooted in our values and Christian ethos.

St Elizabeth's is committed to safeguarding and promoting the welfare of children, vulnerable adults, and young people. The post holder will take responsibility for safeguarding and promoting the welfare of children, vulnerable adults, and young people within the scope of the role. The successful applicant(s) will be required to undertake an enhanced disclosure through the Disclosure and Barring Service. Some of our positions involve regulated activity relevant to vulnerable children, adults, and young people. It is a criminal offence for people who are barred from working in regulated activity to apply for roles that require them to work unsupervised with that particular group. Our vacancies are exempt from the Rehabilitation of Offenders Act 1974.

We are proud to be recognised as an Investor in People and to hold Disability Confident status. We are an equal opportunities employer welcoming all applications from across the community. Therefore, if you require any reasonable adjustments at recruitment or interview stage, please do not hesitate to contact us as soon as possible. The duties and responsibilities outlined above do not represent a full list of the tasks the post-holder will be expected to perform. Also, it is recognised that the duties of all posts are subject to change from time to time. Minor alterations to duties, and performance of similar tasks within the scope of, and at the same level as normal work, will be necessary.



Sixth Form Teacher	Essential	Desirable
Qualifications		
Degree	✓	
Qualified Teacher Status (QTS or equivalent)	✓	
SEND-specific training/qualification		✓
Knowledge, Experience & Understanding		
Experience teaching students with complex learning needs (including SEND/PMLD)	✓	
Knowledge of the SEND Code of Practice and statutory responsibilities	✓	
Experience developing and delivering ILPs	✓	
Understanding of curriculum adaptation and pre-formal curricula	✓	
Familiarity with EHCPs and participation in review processes		✓
Experience working with multi-disciplinary teams	✓	
Understanding of assistive technology and alternative communication methods (e.g. AAC, Makaton)		✓
Understanding of Ofsted, DfE frameworks, and educational quality standards		✓
Skills & Abilities		
Excellent classroom and behaviour management	✓	
Strong verbal and written communication	✓	
High level of professional conduct and integrity	✓	
Ability to adapt teaching for individuals with a wide range of needs	✓	
Team player with strong interpersonal skills	✓	
Proficient in use of technology to support teaching and administration	✓	
Reflective practitioner with a commitment to CPD	✓	
Special Circumstances		
Commitment to the work and ethos of St Elizabeth's	✓	
Commitment to equality and diversity, promoting respect and dignity for all	✓	
Commitment to undertake further training and development relevant to the post	✓	
Suitability to work with children, young people & vulnerable adults	✓	
Willingness to work flexible hours when needed (e.g. open days, reviews)	✓	

Reasonable adjustments will be considered under the Equality Act 2010.