



**FUTURE  
ACADEMIES**  
LIBERTAS PER CULTUM



# **Lead Teacher Resource Base Speech and Language Recruitment Pack**

**PIMLICO  
PRIMARY**





## WELCOME FROM OUR PRINCIPAL

Welcome to Pimlico Primary Academy, a proud member of Future Academies. I am delighted to introduce you to our exceptional school, where excellence is at the heart of everything we do. Our carefully crafted curriculum and wide range of extracurricular activities are designed to nurture every child's success. With a dedicated and experienced team, we ensure that each pupil receives an outstanding start in life, fully prepared for the next stage of their educational journey.

Located in the vibrant heart of Pimlico, our school benefits from strong partnerships with local charities and organizations, such as Greenhouse Sports and the Pimlico Music Foundation. Sharing our site with Pimlico Academy, our 'sister' secondary school, allows us to offer a seamless transition for pupils moving on to secondary education. Our central location also provides convenient access to London's renowned museums, green spaces, and galleries, enriching our pupils' learning experiences with frequent cultural visits.

As Principal, I am immensely proud of our school. Guided by our motto, *libertas per cultum*—‘freedom through education’—we believe that a first-class education is the key to unlocking a lifetime of freedom and opportunity. Our mission is to help children discover and develop their talents, interests, and skills, empowering them to lead rich and fulfilling lives.

Thank you for your interest in the **Lead Teacher Resource Base** role. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of Pimlico Primary Academy. “In this role, you will play an essential part in leading, implementing and establishing the resource base ethos, provision, curriculum and policy to ensure that all children are supported in their academic development and personal growth.”

**Future Academies** is passionate about diversity and inclusivity. We welcome applications from individuals who have the skills and experience to fulfil the requirements of the job description and whose values align with the ethos of our academy. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you believe you have the skills, experience, and qualities we are looking for, we strongly encourage you to apply. We look forward to meeting you and learning more about how you can contribute to our vision.

If you would like to discuss the role in more detail, please do not hesitate to contact Anna Gillespie, HR Administrator – [A.Gillespie@pimlicoprimary.futureacademies.org](mailto:A.Gillespie@pimlicoprimary.futureacademies.org)

Thank you for your interest, and we look forward to receiving your application.

Pav Chandhoke  
Principal



# JOB DESCRIPTION

<b>JOB TITLE:</b>	<b>Lead Teacher Resource Base – Speech and Language</b>
<b>LINE MANAGER:</b>	SENDco
<b>HOURS:</b>	Full time/ Part time (We are open to considering applications from candidates seeking part-time employment).
<b>SALARY:</b>	MPS1 – UPS3 - £38,766.00 - £60,092.00 – Dependant upon experience
<b>PLACE OF WORK:</b>	Pimlico Primary Academy
<b>RIGHT TO WORK:</b>	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
<b>HOLIDAY ENTITLEMENT:</b>	Teacher contract
<b>STAFF BENEFITS:</b>	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none"> <li>• A supportive ethos and concern for the well-being of all colleagues.</li> <li>• Excellent CPD opportunities and career progression.</li> <li>• Employer Contributions to Local Government or Teachers Pension Scheme.</li> <li>• Mintago – employee benefits platform.</li> <li>• Employee Assistance Programme.</li> <li>• Access to a Virtual GP</li> <li>• Eye Care Voucher scheme.</li> <li>• Partnership with YellowNest -Salary sacrifice childcare.</li> </ul> <p>For further information regarding our staff benefits, please visit our <a href="#">website</a>.</p>
<b>PROBATION PERIOD:</b>	The post holder will be required to complete a 4 probation period

## MAIN RESPONSIBILITIES AND TASKS

- Evaluate the quality of resource base provision and outcomes through robust self-assessment, evaluation and monitoring and use the findings to develop capacity for sustainable improvement
- Effectively communicate the ambition for pupils with SLCN or those within the remit of the resource base to support and promote the school's values and vision
- Lead on strategy and policy to ensure teaching staff are trained in delivering high quality outcomes for all pupils with SLCN or those within the remit of the resource base
- Lead and manage the team of teachers, support staff and additional adults who work delivering Inclusive provision across the pupil cohort
- Manage funding and resources effectively, to ensure the school in achieving best value
- Appraise and manage staff performance, ensuring CPD is appropriate and effective, to ensure that all staff are meeting or exceeding appropriate standards
- Contribute to whole school improvement plans and effectively plan, feeding into self-evaluation as needed
- Lead and contribute to CPD and staff development for teaching staff, inclusion staff and other stakeholders
- Maintain an up-to-date knowledge of national and local initiatives which may affect the school's policy and practice, and share key elements with appropriate staff including SLT as necessary
- Work strategically with the wider leadership team, keeping them informed of progress and any areas of concern in the resource base
- Work productively and efficiently as the key point of contact with external agencies, including the Local Authority, keeping up to date with the local offer and securing relevant services for pupils
- Work with the Principal and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements
- Ensure policy is reviewed, up to date and reflective of practice, ethos and meets statutory requirements
- Ensure the school's website and sharing of information is up to date and meets statutory requirements

### Pupil Outcomes

- Assess, monitor, record and report on the learning needs, progress and achievement of pupils with SLCN or those within the remit of the resource base reporting as appropriate
- Advise on and set effective targets for pupils and be accountable for the meeting of them
- Use data effectively to track progress and co-ordinate interventions; record and evaluate the impact of interventions and take action where necessary to ensure impact
- Identify evidence-based interventions that are matched to pupils' needs or groups of pupils and



ensure that these are measurable, time limited and that all staff delivering them are trained thoroughly

- Facilitate, coordinate and monitor the quality of multi-agency input and specialist support for pupils with SLCN and within the remit of the resource base
- Liaise and collaborate with previous and future educational settings to create effective transition plans that facilitate continuity of support.
- Communicate effectively, positively and regularly with parents and carers, ensuring they are aware of the support provided for each pupil and they are involved in the setting targets for improvement
- Assess pupils' approach to learning within the resource base and support where necessary to maintain high standards of engagement



## PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
<b>Training, Qualifications and Experience:</b> On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> <li>• Qualified Teachers Status</li> <li>• Continuous professional development</li> <li>• Role relevant degree</li> </ul>	<ul style="list-style-type: none"> <li>• SENDCo qualification or willingness to undertake one.</li> <li>• SEND qualification</li> </ul>
<b>Personal and Professional Qualities and Attributes:</b> In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> <li>• Experience of teaching pupils with additional needs in a resource base or specialist primary setting</li> <li>• Experience of different approaches and strategies for supporting children with speech and language needs.</li> <li>• Evidence of using specific approaches to differentiate the curriculum and planning programmes to meet the diverse needs of children with additional needs</li> <li>• Evidence to demonstrate successful inclusion of Children with SEN in the mainstream</li> </ul> <p>Experience of working with parents, other professionals and therapists to support pupils with SEN.</p>	<ul style="list-style-type: none"> <li>• Experience of advising others on strategies for successful inclusion</li> <li>• Experience of writing annual review reports and running annual reviews</li> </ul>
<b>Additional Requirements:</b> In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements		
	<ul style="list-style-type: none"> <li>• Strong leadership and management skills, with the ability to inspire, motivate, develop and challenge a team.</li> <li>• Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, staff, parents, and external partners</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current research on SEND and successful approaches.</li> </ul>

## WHAT WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback, which is timely, developmental, and low stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

## APPLICATION PROCESS

### 1. Applying for the role

- To apply for the post, please visit our website.  
[Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications must be received no later than **Wednesday 30 April 2025**. Applications after this date will not be considered.

### 2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

### 3. Notification & Feedback

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

### 4. Taking up the post

- The successful candidate will take up the post as soon as possible.

### 5. Additional information

- For further information please email [HREnquiries@futureacademies.org](mailto:HREnquiries@futureacademies.org) and a member of the HR team will contact you.

### 6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

