FIRST STEPS TOGETHER
FOR EVERY JOURNEY

Vacancy Advert

SEND PRIMARY TEACHER

About the role

Job Title:	Primary SEND Teacher
Salary:	M1 to M6, £34,069 to £46,940
Working Hours:	38.75 hours per week (Monday to Friday, 08:15 to 16:00)
Contract Type:	Term Time plus Staff Training Days
Contract Term:	Permanent
Work Location:	Kershaw Wood Dukinfield (SK16 4HG)

Do you have the drive, passion and commitment to make a meaningful difference in the lives of children and young people with special educational needs and disabilities? If so, joining First Steps Together could be the perfect next step in your career.

This is your opportunity to join a dedicated and passionate team of support staff who are committed to providing an outstanding educational experience, removing barriers to learning and creating a safe, nurturing and inclusive environment where every pupil feels valued, supported and empowered to achieve their full potential.

About the school

Kershaw Wood Dukinfield is a small, nurturing specialist school set in the heart of the Dukinfield community in Tameside. We support children aged 5-11 (Key Stages 1 and 2) with additional needs, offering a highly personalised approach where every child is known, valued, and understood.

Our small school environment allows strong, trusting relationships to flourish between staff and pupils. This enables us to tailor learning precisely to each child, building confidence, communication skills, emotional regulation and independence at a pace that works for them. With a strong focus on communication, conflict resolution, culture and conservation, learning at Kershaw Wood extends far beyond the classroom.

We educate up to 36 pupils, ensuring small classes, calm routines and consistent adult support. Our purpose designed setting includes over nine teaching rooms, a large open plan communal space, a forest school area, and a spacious playground, giving children a balance of structure, movement and outdoor learning.

Who we are looking for

We're looking for a dedicated and enthusiastic individual who shares our commitment to making a positive difference in the lives of those we support. You will be passionate about providing high-quality, person-centred support, recognising individual needs and empowering others to achieve their full potential.

You will contribute to creating a safe, nurturing and inclusive environment where individuals feel valued, respected and supported to develop their confidence, independence and wellbeing.

The successful candidate will be a committed team player with excellent communication, organisational and interpersonal skills. You will demonstrate compassion, patience, resilience and adaptability, with the ability to build positive and professional relationships with those we support, their families, colleagues and the wider First Steps Together community.

You will share our values and demonstrate a commitment to safeguarding, promoting wellbeing and maintaining the highest standards of professional practice.

You will have

- Qualified Teacher Status (QTS).
- A recognised degree in any subject.
- Experience teaching or supporting pupils with Special Educational Needs and Disabilities (SEND).
- A strong understanding of SEND and the ability to adapt teaching to meet individual learning needs.
- The ability to create a safe, nurturing and structured learning environment.
- Knowledge of positive behaviour support, emotional regulation and trauma-informed approaches.
- Strong assessment, communication, organisational and record-keeping skills.

- The ability to work collaboratively with colleagues, families and external professionals.
- A strong commitment to safeguarding, inclusion and improving outcomes for every pupil.
- A commitment to ongoing professional development.

What we offer

- Competitive Salary
- Company Pension Scheme
- Term-time contracts to support with work-life balance
- Health and Wellbeing Benefits, including Healthcare Cash Back Scheme and an Extensive Employee Assistant Programme
- Access to Training and Professional Development, Career Progress Opportunities
- Staff Recognition Initiatives
- £500 Employee Referral Bonus

Key dates

Application Closing Date:	6th November 2026
Interview Date:	To be confirmed
Proposed Start Date:	4th January 2027

Next steps

Please download the job description and person specification for further information about the role. For an informal discussion about the role, please contact our Recruitment Team by emailing, recruitment@fstmanagement.uk or calling 0330 118 0974.

To apply for this vacancy, please complete the application form provided and return by email to recruitment@fstmanagement.uk. Please note the job advert may close sooner if suitable applications are received.

Our commitment

First Steps Together is committed to safeguarding, safer recruitment and promoting the welfare of children, young people and adults. We expect all colleagues to share this commitment. Successful candidates will be subject to rigorous pre-employment checks appropriate to their role.

We are equally committed to equality, diversity and inclusion, creating a workplace where everyone feels valued, respected and able to thrive. We welcome applications from all backgrounds, promote fairness and equality of opportunity, and oppose all forms of unlawful discrimination.