

Your job

Job Title: Specialist Teacher – Experts at Hand

Service: Education

Grade: Soulbury 4-8

Reporting to: Service Manager – Experts at Hand

This is a unique opportunity to become part of Wigan's pioneering Experts at Hand team, an ambitious and innovative programme designed to transform experiences and outcomes for children and young people with special educational needs and/or disabilities (SEND) across our mainstream schools and educational settings. The model aims to shift practice from reactive intervention to early, expert-led prevention, ensuring children receive the right support at the right time.

As a Specialist Teacher, you will be at the forefront of developing inclusive SEND provision across Wigan, working alongside Educational Psychologists, Speech and Language Therapists, Occupational Therapists, SENDCos and school leaders within a multi-disciplinary team of experts. Together, you will help build the capacity, confidence and expertise within mainstream schools to meet a diverse range of needs while improving outcomes for children and young people with SEND.

This is an opportunity to influence practice at a system level, shaping how inclusion SEND provision is delivered across mainstream early years settings, schools and colleges whilst ensuring children and families remain at the heart of everything we do.

We are looking for someone who combines specialist expertise with a genuine passion for inclusive SEND provision and collaboration; and who is excited by the opportunity to innovate, influence practice and help shape a model that will transform support for children and young people with SEND for years to come.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

In the next 12 months, you will:

- Play a key role in establishing and embedding Wigan's innovative Experts at Hand model across mainstream early years settings, schools and colleges, helping to shape a new approach to inclusive SEND support.
- Work collaboratively with Educational Psychologists, Speech and Language Therapists, Occupational Therapists, SENDCos and school leaders to deliver a coordinated multi-disciplinary approach to support.
- Support leaders to strengthen Ordinarily Available Inclusive Provision in their settings and develop consistent, high-quality inclusive practice that improves outcomes for children and young people with SEND.
- Support leaders to implement the Graduated Approach, ensuring needs are identified early, barriers to learning are understood, and interventions are appropriately planned, delivered and reviewed.
- Provide specialist advice, assessment and consultation to support children and young people receiving **Targeted** and **Targeted Plus** support, contributing to effective intervention planning and preventing unnecessary escalation of need.
- Support leaders in settings, schools and colleges to strengthen decision-making around SEND thresholds, ensuring children and young people receive the right support, at the right time, and within the most inclusive educational environment possible.

- Design, deliver and evaluate high-quality workforce development, coaching and modelling opportunities that increase confidence, capability and sustainability within settings, schools and colleges.
- Contribute to the evaluation and ongoing development of the Experts at Hand model, identifying effective practice and supporting system-wide improvement across the borough.

On an ongoing basis you will:

- Champion Wigan's Principles of Inclusion, ensuring children and young people are welcomed, valued, included and supported to achieve ambitious outcomes within their local communities.
- Improve outcomes for children and young people with SEND through collaborative consultation, coaching, professional challenge and capacity building within our mainstream education settings.
- Provide specialist assessment, advice and support to leaders, teaching and support staff, promoting evidence-informed approaches that remove barriers to learning, participation and achievement.
- Support the development, implementation and review of high-quality Individual Support Plans and SEND provision that is person-centred, outcome-focused and impact-led.
- Work in partnership with families, ensuring the voice, views and aspirations of children, young people and their families remain central to all assessment, planning and decision-making.
- Build and maintain effective partnerships with settings, schools, colleges, services and multi-agency professionals to secure coordinated and effective support.
- Contribute to quality assurance, service development and continuous improvement activity across the Experts at Hand service.
- Manage a caseload where children and young people require intensive intervention or specialist input, prioritising activity effectively in response to need, service demand and strategic priorities.
- Maintain accurate records and operate in accordance with GDPR, safeguarding requirements, professional standards and Wigan Council's policies and procedures.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need:

You must be able to demonstrate the following essential requirements:

Education and Qualifications

- Qualified Teacher Status (QTS).
- Degree-level qualification or equivalent relevant professional qualification.
- Evidence of ongoing professional development and a commitment to maintaining current knowledge of SEND legislation, educational research, inclusive practice and emerging developments in SEND and inclusion practice.

Experience and Knowledge

- Significant successful teaching experience within mainstream and/or specialist education settings.
- Demonstrable experience of supporting children and young people with SEND to successfully engage, participate and achieve within mainstream educational settings. [1](#)
- Extensive knowledge and understanding of inclusive pedagogy and evidence-informed SEND pedagogy, with the ability to support schools to develop learning environments, curricula and teaching approaches that promote belonging, participation, engagement and achievement for all learners.
- Strong understanding of adaptive teaching strategies, reasonable adjustments, Universal Design for Learning (UDL), scaffolding, cognitive and metacognitive approaches, communication-friendly classrooms, language-rich learning environments and inclusive curriculum design that enables children and young people with a range of SEND needs to access, participate in and make progress within mainstream education.
- Strong understanding of inclusive practice, including OAIP, the effective implementation of the Graduated Approach and response-to-need models that support early identification, targeted intervention and reduce the escalation of need.
- Detailed knowledge of SEND legislation, including the SEND Code of Practice (2015), Children and Families Act (2014), Equality Act (2010) and associated statutory guidance.

- Experience of working collaboratively with settings, schools, colleges, families and multi-agency partners to improve outcomes for children and young people with SEND.
- Experience of providing consultation, coaching, mentoring, training and constructive professional challenge that leads to sustainable improvements in inclusive practice and increases the capacity of mainstream settings to deliver SEND provision effectively.
- Experience of supporting children and young people across a continuum of need, including those receiving Targeted and Targeted Plus interventions (previously known as SEN Support).
- Knowledge and understanding of SEND thresholds, intervention planning, provision mapping and approaches to preventing unnecessary escalation to statutory processes through high-quality mainstream inclusion and early intervention.

Skills and Abilities

- Ability to assess special educational needs, plan provision and utilise outcome information to evaluate impact and support schools to make informed decisions regarding intervention, provision and SEND thresholds.
- Strong consultation, coaching and facilitation skills, with the ability to influence practice, build capability and develop sustainable inclusive approaches within schools and educational settings.
- Excellent communication, interpersonal and influencing skills, with the ability to build positive relationships, establish credibility and secure commitment to change across a wide range of stakeholders.
- Ability to work collaboratively within a multi-disciplinary team, contributing specialist expertise whilst promoting integrated, child-centred support and effective partnership working.
- Ability to provide both support and professional challenge to leaders and practitioners to strengthen inclusive practice and improve outcomes for children and young people with SEND.
- Ability to manage an autonomous workload, prioritise competing demands and respond flexibly to changing service and school needs.
- Ability to produce high-quality written reports, professional advice, guidance, training materials and presentations for a range of audiences.

- Competent in the use of ICT, digital platforms and electronic record-keeping systems relevant to the role.
- Commitment to inclusion, collaboration, continuous improvement and securing positive outcomes for children and young people with SEND through early intervention, evidence-informed practice and partnership working.

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”