Bligh House

Specialist SEND Provision at Abbot's Hill

Abbot's Hill

KS2/3 CLASSROOM TEACHER AT BLIGH HOUSE

SPECIALIST SEND PROVISION AT ABBOT'S HILL

Candidate Information Pack



INTRODUCTION

An opportunity to help establish a new specialist provision

Bligh House at Abbot's Hill will open in January 2027 as a specialist provision for pupils experiencing Emotionally Based School Non-Attendance (EBSNA), including pupils with autism and associated needs.

We are seeking a compassionate, skilled and adaptable KS2 teacher to join the founding team and help pupils rebuild their confidence, reconnect with learning and make meaningful progress.

Many pupils will have experienced significant anxiety, disrupted learning or prolonged absence from school. You will create secure relationships and predictable routines, combining high expectations with the patience and flexibility needed to help each child feel safe, understood and ready to learn. This is an opportunity to shape classroom practice and contribute to the curriculum and culture of a new provision from its earliest days.

About Bligh House at Abbot's Hill

Based within the school's 76-acre campus between Hemel Hempstead and Kings Langley, Bligh House will initially provide a tailored Key Stage 2 and Key Stage 3 curriculum. The centre is planned for up to 24 pupils, taught in classes of no more than eight, with a specialist teacher and teaching assistant in each class.
Dedicated accommodation will include specialist classrooms, breakout and sensory spaces, a pupil common room and outdoor areas, with separate arrival and departure arrangements. Pupils will benefit from a calm environment, personalised learning and integrated therapeutic support, alongside appropriate access to Abbot's Hill facilities, outdoor learning and enrichment opportunities.

Closing date for applications: 9:00am on **Tuesday 1 December, with interviews taking place W/C 7 December 2026.**

The School reserves the right to interview candidates ahead of the closing date and applications will be considered as they are received.

ABOUT BLIGH HOUSE

Specialist provision, belonging and possibility within a beautiful school setting.

Bligh House will be a distinct, specialist provision within the 76-acre Abbot's Hill campus, situated between Hemel Hempstead and Kings Langley. It is designed for pupils aged 7–16 who are struggling to access mainstream education because of EBSNA and related needs.

The centre will combine a carefully designed, low-arousal environment with a strong academic core and integrated therapeutic practice. Dedicated accommodation will include three specialist classrooms, breakout and sensory spaces, a pupil common room, a sensory garden and lawned outdoor areas, together with separate arrival and departure arrangements.

A personalised pupil experience

- Up to 24 pupils, taught in small classes of no more than eight.
- A specialist SEND teacher and teaching assistant in each class, with consistent adults and predictable routines.
- A tailored Key Stage 2 and Key Stage 3 curriculum, including daily English and Mathematics, Science, Humanities, Art, Food Technology, Computing, PE, swimming, PSHE and emotional literacy.
- Forest School, outdoor learning, communication and social skills, enrichment and therapeutic activities.
- Integrated Speech and Language Therapy and Occupational Therapy assessment, monitoring and intervention, with trained staff and direct specialist input.
- Access, where appropriate, to Abbot's Hill facilities including the sports hall, swimming pool, Art Centre, tennis dome, playground, playing fields and Forest School area.

A model with a strong foundation

Bligh House at Abbot's Hill is the second specialist SEND centre created through the partnership between Mill Hill Education Group and Chiltern Way Academy Trust, building on the success of Bligh House at Cobham Hall. The established model shows how the right environment, relationships and specialist support can help pupils improve attendance, engagement, confidence and wellbeing.



ABOUT ABBOT'S HILL AND OUR PARTNERSHIP

Abbot's Hill School

Founded in 1912, Abbot's Hill is an inclusive school community with a long tradition of educating the whole child. High expectations sit alongside warmth, strong relationships and close attention to each pupil's academic, social and personal development. Bligh House pupils will belong to the Abbot's Hill community while receiving the specialist support and tailored timetable they need.

Abbot's Hill joined Mill Hill Education Group (MHEG) in 2024. The Group is a charitable family of schools committed to educational excellence, inclusion and public benefit, reinvesting resources in opportunities and outcomes for children and young people.

Working with Chiltern Way Academy Trust

Bligh House at Abbot's Hill is being developed through the partnership between MHEG and Chiltern Way Academy Trust (CWAT), building on the established Bligh House provision at Cobham Hall. CWAT brings specialist SEND expertise and will support curriculum development, staff training, therapeutic practice and quality assurance.

You will work closely with the Head of Bligh House, teaching assistants, CWAT specialists, therapists and Abbot's Hill colleagues. We value shared expertise, professional curiosity and thoughtful discussion: effective support for each pupil will be developed together, informed by evidence and the views of the child and their family.

Purpose of the role

To deliver high-quality, personalised teaching and pastoral support for pupils with EBSNA, autism and associated special educational needs and disabilities (SEND). The teacher will help pupils re-engage with education and develop academic understanding, emotional regulation, communication and independence, implementing agreed provision and working towards the outcomes in each pupil's Education, Health and Care Plan (EHCP).



JOB DESCRIPTION

KEY RESPONSIBILITIES

Teaching and Curriculum

- Plan and teach engaging, appropriately challenging lessons across the agreed Key Stage 2 and Key Stage 3 curriculum, within your expertise and allocated timetable.
- Provide a strong foundation in literacy and numeracy, alongside a broad curriculum that includes practical, creative, physical and outdoor learning.
- Adapt National Curriculum content, teaching methods, resources and pace to pupils' starting points, communication needs, interests and readiness to learn.
- Use clear objectives, structured routines, visual supports, accessible materials and assistive technology where appropriate.
- Work with the Head of Bligh House and CWAT colleagues to develop and review schemes of work and personalised learning programmes.

Assessment and EHCP Provision

- Establish pupils' starting points sensitively, recognising gaps in learning and the impact of anxiety or prolonged absence on assessment.
- Use assessment to inform teaching, set achievable next steps and track academic, social, emotional and personal progress.
- Understand each pupil's EHCP and individual support plans; deliver the agreed classroom provision and record its impact.
- Prepare accurate reports and contribute to EHCP annual reviews, pupil support meetings and multidisciplinary discussions, under the direction of the Head of Bligh House.
- Identify changes in need, gaps in provision or concerns about progress promptly and agree responses with the Head and relevant specialists.

Re engagement and Pastoral Care

- Know pupils well and provide consistent care, encouragement and professional boundaries, respecting their dignity and listening to their views.
- Contribute to personalised transition and re-engagement plans, working with families and colleagues to build attendance, participation and confidence.
- Create a calm, low-arousal classroom in which pupils experience belonging, predictability and success.
- Use relational, trauma-informed approaches to support regulation and positive behaviour, following individual plans and agreed school practice.
- Teach and reinforce emotional literacy, communication, social skills and independence within lessons and daily routines.
- Support safe participation in the wider life of Abbot's Hill where appropriate to the pupil's needs and agreed plans.

Collaboration with Families and Specialists

- Build respectful relationships with parents and carers, sharing progress and concerns sensitively and seeking their insight into effective support.
- Plan with teaching assistants, explain learning goals and support strategies clearly, and review their observations to improve classroom provision.
- Work with Speech and Language Therapists, Occupational Therapists and CWAT specialists to embed agreed recommendations in everyday teaching.
- Contribute classroom evidence to consultation, assessment and transition processes when requested; placement decisions remain with the responsible leaders and admissions team.
- Work constructively with Abbot's Hill staff, MHEG colleagues and external professionals, seeking advice and sharing expertise.

SAFEGUARDING AND PROFESSIONAL PRACTICE

Safeguarding and Pupil Safety

- Safeguard and promote the welfare of pupils, following Abbot's Hill policies, reporting arrangements and safer working practices.
- Recognise, record and report safeguarding concerns promptly to the school's Designated Safeguarding Lead or designated deputy, including concerns linked to absence, online activity or changes in presentation.
- Maintain safe supervision and contribute to risk assessments for classroom activities, visits, outdoor learning and the use of shared facilities.
- Follow agreed medical and personal support plans, liaising with the school's medical team and relevant colleagues as required.
- Maintain accurate, confidential records and handle pupil and family information in accordance with school procedures.

Professional Contribution

- Participate in staff meetings, training, appraisal and quality assurance, reflecting on feedback and adapting practice to improve outcomes.
- Engage with professional development provided by Abbot's Hill, MHEG and CWAT, maintaining specialist knowledge of SEND and EBSNA.
- Contribute to the establishment and improvement of Bligh House routines, resources and classroom environments as the provision develops.
- Model warmth, integrity and resilience, supporting colleagues and contributing to a culture of shared responsibility.
- Undertake other reasonable duties consistent with the purpose and responsibilities of the role, as directed by the Head of Bligh House.



KEY FACTS

Start Date
April or September 2027

Working Pattern
Full time, 38 weeks per year

Salary
Competitive salary, dependent on experience

Location
Abbot's Hill School, Hemel Hempstead, Hertfordshire

Reports To
Head of Bligh House at Abbot's Hill School

PERSON SPECIFICATION

Essential Qualifications and Experience	Status
Qualified Teacher Status or an equivalent recognised teaching qualification.	Essential
Experience of effective teaching and adapting learning for pupils with SEND, including autism and associated learning or communication needs.	Essential
Secure understanding of barriers associated with EBSNA and practical approaches that support trust, regulation and re-engagement.	Essential
Ability to plan, teach and assess a personalised curriculum relevant to Key Stage 2 and/or Key Stage 3, with willingness to adapt across the provision's age range.	Essential
Understanding of EHCPs and ability to translate identified needs, provision and outcomes into classroom practice.	Essential
Essential Skills and Personal Qualities	
Ability to build secure, respectful relationships with pupils who may have lost confidence in education.	Essential
Calm, compassionate and consistent, with high expectations and a strong belief in each pupil's capacity to progress.	Essential
Effective classroom organisation, clear routines and flexible teaching strategies responsive to individual needs.	Essential
Ability to work closely with teaching assistants, families, therapists and specialist colleagues, valuing the contribution of others.	Essential
Clear, sensitive communication and accurate planning, assessment, recording and reporting.	Essential
Secure understanding of safeguarding responsibilities and commitment to maintaining professional boundaries.	Essential
Confident use of digital tools for teaching, communication and secure pupil records.	Essential
Reflective, resilient and open to feedback, with a growth mindset and willingness to seek advice and develop specialist expertise.	Essential
Commitment to equality, inclusion and the ethos of Abbot's Hill and Mill Hill Education Group.	Essential
Desirable Experience	
Teaching in a specialist SEND setting, resource base or provision supporting pupils with EBSNA.	Desirable
Experience of primary class teaching, including English and Mathematics, or teaching across Key Stages 2 and 3.	Desirable
Experience of supporting pupils returning to education following extended absence.	Desirable
Experience of contributing to EHCP annual reviews and multidisciplinary planning.	Desirable
Training in autism, emotional regulation, trauma-informed practice or related SEND approaches.	Desirable
Experience of integrating Speech and Language Therapy or Occupational Therapy recommendations into teaching.	Desirable
Experience of helping to establish or develop a new curriculum or specialist provision.	Desirable

The difference you will make

Success will be seen in pupils feeling safe and known, attending and participating more consistently, and making progress from their individual starting points. Families will have confidence in the care and teaching their children receive, and classroom practice will reflect the shared expertise of the Bligh House team and its partners.

HOW TO APPLY

1. If you would like to apply for this role, please complete an application using the Apply button below.

APPLY

2. Our Guidance Notes for Applicants can also be found on the portal. Please complete the application by **9.00am on Tuesday 1 December 2026.**

Please note that we are unable to accept applications unless they are made on our own application form. Due to the large number of applications the School receives, please be aware that only shortlisted candidates will be contacted to be invited for an interview.

The Mill Hill Education Group reserves the right to interview candidates ahead of the closing date and applications will be considered as they are received.



The Mill Hill Education Group is committed to safeguarding the welfare of children. As part of our Recruitment Checks, the appointed candidate will be subject to a Social Media and Enhanced DBS Check.

The Education Group apply for an Enhanced Disclosure from the Disclosure and Barring Service (DBS) for all positions at the schools which amount to regulated activity. The role you are applying for meets the legal definition of regulated activity with children.

If you are successful in your application you will be required to complete a DBS Disclosure Application Form. Employment with the schools is conditional upon the schools being satisfied with the result of the Enhanced DBS Disclosure. Any criminal records information that is disclosed to the schools will be handled in accordance with any guidance and/or code of practice published by the DBS. It is an offence for person barred from working with children to apply for this post.

The Mill Hill Education Group is committed to Equal Opportunities and welcomes applications from all sections of the community.

Successful applicants will also be expected to keep up to date with annual safeguarding training, DfE guidance and School specific safeguarding information.

Come and shape what happens next

The Head of Bligh House will have the support of an established school, a charitable education group and an expert SEND partner — together with the freedom and responsibility to build something genuinely transformative for pupils who have struggled to find their place in education.

Ever inspiring | Highly ambitious | Big hearted

Bligh House

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