

July 2021

Primary Teacher (English Specialism)

Thank you for your interest in the vacancy for the above position.

Valence School is a Kent County Council Foundation residential and day Special School for students from age 4 to 19 with physical disabilities, complex medical needs and associated learning difficulties. We are part of the Kent Special Educational Needs Trust (KsENT).

We have a large, dedicated staff team of over 200 people providing specialist teaching, social care, therapies and nursing care to an exceptionally high standard.

Valence School is a supportive environment and a rewarding place to work, and whether working directly with our students or in a school support role, every member of staff participates in enabling students to learn and aspire to achieve meaningful independence. Students flourish in a supportive but challenging environment, making good educational progress and achieving a range of accreditation as they get older.

Please see our website videos to see our school in action in our [Formal](#), [Semi-Formal](#) and [Pre-Formal](#) curriculum pathways and contact the HR team to arrange a visit to the school.

Please find enclosed the following forms:

- [Application Form & Equality Monitoring Form](#) - to complete and return
- Mission Statement
- Copy of the Advertisement
- Job Description and Person Specification.

The closing date is **6 July 2021** and we look forward to receiving your completed forms at your earliest convenience. Interviews are expected to take place on 16 July 2021.

Valence School is committed to safeguarding and promoting the welfare of every student and we expect all staff to share this commitment. References will be taken up before interview and successful applicants will need an enhanced Disclosure and Barring Service check. Please note that smoking (including e-cigarettes) is prohibited within the school premises and grounds.

Should you require any additional information please do not hesitate to contact us.

Yours sincerely
Sarah Lowndes
HR Manager



Westerham Road, Westerham TN16 1QN
t: 01959 567841
e: vacancies@valence.kent.sch.uk
w: www.valenceschool.com

PRIMARY TEACHER (ENGLISH SPECIALISM)

Full Time 1.0 FTE - Permanent

MPR/UPR (depending on experience) + SEN allowance

Are you a creative and passionate teacher with a love for English?

If so, we have a wonderful opportunity for you to join our team.

You will make a tangible difference to the lives of students at our school, teaching English across two of the three learning pathways in both the primary and secondary school. Alongside teaching English there will also be opportunities to teach across the wider school curriculum.

At Valence you will be a valued part of the whole school community, who work closely together to ensure we meet the individual needs of our students. Students at Valence behave impeccably and are highly motivated; we are looking for a primary trained teacher with an English specialism who can help our students to communicate with the world around them and achieve their full potential.

Previous experience of teaching SEND would be an advantage but not essential. This post is suitable both for early career and more experienced teachers. Visits to the school would be warmly welcomed.

Valence School is a KCC Foundation residential and day Special School for children and young people with physical disabilities, complex medical needs and associated learning and communication difficulties. We are part of the Kent Special Educational Needs Trust (KsENT).

For application details please visit www.valenceschool.com>work for us or contact HR at vacancies@valence.kent.sch.uk for further information

Closing date for applications 19 September 2021

Interviews to be held on 29 September 2021

Valence School is committed to safeguarding and promoting the welfare of every student and we expect all our staff and volunteers to share this commitment. References will be taken up before interview and the successful applicant will require an enhanced DBS check.



Valence School Job Description:

PRIMARY TEACHER (ENGLISH SPECIALISM)

Responsible to: Head of English

Main purpose

To teach English to secondary age and post-16 pupils across two learning pathways.

To support with the teaching and planning of English (including literacy and phonics) across the whole school.

The post is subject to the conditions of the service set out in the Current School Teachers' Pay and Conditions Document.

Duties and responsibilities

1. Plan and teach highly effective English lessons to students in the Formal and Semi-Formal pathways.
2. Mark student work carefully, providing appropriate suggestions for how to improve writing.
3. Manage Student Support Assistants working in the classroom, directing their work and ensuring that they are kept informed about teaching methods, targets for individual pupils and other relevant information.
4. Liaise with students' parents, attending parents' evenings and other parent consultation opportunities when required.
5. Work closely with the Head of English to identify the needs of pupils in the secondary school, develop appropriate teaching and learning strategies and create resources that are appropriate to individualised learning needs.
6. Prepare students for external assessments and examinations as required (including Entry Level and GCSE).
7. Maintain appropriate records to ensure students' achievements and progress are documented and available to plan future work and targets.
8. Write reports for annual reviews, other reviews and end of year reporting to parents.
9. Participate in developing Individual Education Plans for students and to co-ordinate these when required.
10. Liaise with therapists and care staff, exchanging and sharing information as necessary and planning and implementing programmes for pupils as devised by the multi-disciplinary team.
11. Teach other areas of the curriculum as required and to contribute to other curriculum development initiatives within the school.
12. Ensure the safety and supervision of students at all times and to follow agreed procedures in the event of emergencies/accidents.

13. Attend meetings as required
14. Maintain bright, relevant and interesting displays in one or more classrooms and to contribute to displays in other parts of the school, ensuring that pupils' work and achievements are sensitively exhibited with an emphasis on celebrating success.
15. To maintain high standards of safety and observe good practice in relation to health and safety and safeguarding in all issues and report any concerns to line management.
16. To pro-actively observe and comply with all school policies and procedures relating to child protection, equality and diversity, health, safety and security, confidentiality and data protection reporting all concerns to an appropriate person.
17. To undertake any other duties commensurate with the terms and conditions for teachers as determined by the Principal.

It is in the nature of the work of special schools that many tasks and responsibilities are unpredictable and varied. All staff is therefore expected to work in a flexible way and when occasions arise, to undertake tasks not specifically covered in their job description.

This job description may be reviewed at any time and will be done so at least on an annual basis.



Valence School Person Specification:

PRIMARY TEACHER (ENGLISH SPECIALISM)

The following outlines the criteria for this post. Applicants should describe in their application how they meet these criteria.

REQUIREMENT	ESSENTIAL	DESIRABLE
1. Qualifications/ Experience	<ul style="list-style-type: none">• Qualified teacher recognized by the DFE.• Knowledge of primary education and experience of teaching in the primary sector.• Knowledge of what constitutes effective teaching and learning.• Outstanding teaching ability with consistent evidence that students make at least good progress.	<ul style="list-style-type: none">• Degree/A'Level/GCSE in English or related subject.• Experience, or awareness, of teaching phonics to pre-readers and early readers.• Experience of teaching English Language and English literature.• Basic knowledge of the educational implications of physical disabilities.• Experience and/or appreciation of the SEND Code of Practice and individual education plans.• Experience of working with children and young people who have special educational needs and/or appreciation of their needs and the implications these have for teaching, planning lessons, classroom organisation and pastoral support.
2. Skills	<ul style="list-style-type: none">• Ability to communicate effectively with a wide range of children and young people (including those using alternative communication systems*) and with professionals from several disciplines.• Appreciation of and ability to promote the fundamental rights of children and young people, in particular their privacy, dignity, choices, independence and personal fulfilment.• Excellent planning and organisational skills	<ul style="list-style-type: none">• Appreciation of the value and opportunities associated with residential education and multi-disciplinary working.• Ability to assess pupils across the whole ability range and to plan individual programmes of work for English language development. <p>*The successful candidate will not be expected to have any knowledge of alternative communication systems before taking up this post and knowledge of signing systems or signing skills is not a requirement for the post.</p>

	<ul style="list-style-type: none">• Excellent communication skills and ability to form and maintain productive professional relationships and gain the cooperation of others.• A creative and flexible approach to planning and delivering learning.• Ability to develop ideas and innovations for teaching and learning.• Excellent skills to analyse and evaluate problems and issues in relation to teaching and learning and to plan and implement effective solutions.	
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Mission Statement

Student's views and rights are central to the ethos of Valence School.

Its mission is to provide a learning community where there is quality education, care, access and therapy in order to promote each student's intellectual, physical, social, emotional and spiritual wellbeing.

Our work is about enabling children and young people who have special physical, medical and sensory needs to develop the knowledge, skills and understanding together with the confidence, self-esteem and self-dependence necessary for them to participate in and contribute to society in the way each chooses.

The School's aims are to:

1. Meet the individual needs of each student as documented in their individual Statements of Special Educational Needs.
2. Maintain and develop in students lively enquiring minds; to promote the ability to question and argue rationally; to encourage students to apply themselves to a range of tasks and skills.
3. Provide a multidisciplinary approach to a broad, balanced and relevant curriculum that meets individual needs with full access and accreditation.
4. Raise students' self-esteem and self-confidence and create in them a sense of personal excellence enabling them to acquire knowledge and skills relevant to life in a fast-changing world.
5. Help students to develop self-knowledge, spiritual and moral awareness and understanding and respect for other people's feelings, values and beliefs.
6. Help students to understand the multicultural world in which they live as citizens and the inter-dependence of individuals, groups and nations and the rights and responsibilities of living in today's Britain.

Our Child Protection Policy can be found on our [website](#)