

Specialist SpLD Teacher (Part-Time 0.6 FTE)

September 2021

Whitgift is one of Britain's leading independent day and boarding schools for boys aged between 10 and 18 years with approximately 1500 pupils and over one hundred boarding or flexi-boarding pupils. The School, which was founded in 1596 by Elizabeth I's last Archbishop of Canterbury, John Whitgift, is one of the oldest in Croydon and enjoys facilities of outstanding quality, amongst the best available nationally. It is set in an attractive 48-acre parkland site in South Croydon with excellent links to London, Surrey and the south coast.

At Whitgift, work is organised on the principle of equal opportunity. This means an equal entitlement and access to a broad and balanced curriculum, which focuses on the needs and development of each pupil. Mrs Kirstie Richardson and the Learning Support Team provide support for pupils who have been referred via Heads of Year or who have recognised learning or emotional needs.

Special Educational Needs and Disability

Whitgift School's Special Educational Needs and Disability (SEND) Policy is designed to support all students with learning and accessibility differences, whatever their nature, which hinder their educational development, thus preventing them from reaching their potential. A person has SEND if they have a learning difficulty or disability which calls for special educational provision to be made for him.

It is the policy of the School that students who have Special Educational Needs and/or a disability will have access to the whole school curriculum. Exceptional circumstances which may affect such access will be dealt with on an individual basis in consultation with the SENCo, Heads of Upper and Lower School, Head of Year, parents and student. We are committed to all students being fully integrated into the School and due regard will be paid to individual needs, in consultation with parents, teachers and external agencies. If a student has a statement of need/EHC Plan, the school will ensure the objectives within it are met and reviewed at least annually.

The Learning Support Department

The Learning Support Department consists of 7 members of staff. 4 currently have Specialist Teacher status. We offer a range of support, including literacy, numeracy, executive function skills, study skills and social skills support as well as customised Option Support in the GCSE years where the focus is on consolidating learning, in the 6th Form we offer individual mentoring as required. As a department we work closely with Heads of Year and Heads of Department to identify and support individual students; as well as offer support and advice to staff. Another major role we play is in assessing students for Access Arrangements and ensuring they are supported in the appropriate way and that documentation is up to date and valid.

We are seeking to appoint a Specialist SpLD Teacher with possible additional experience of working with students on the Autistic Spectrum. They will report to the Head of Learning Support, Mrs K Richardson, BA, Dip.SpLD, Dip SENCO.

MAIN DUTIES AND RESPONSIBILITIES:

The successful candidate will be required to:

- To teach small intervention groups (some starting at 8.00am each day or at the end of the day until 5.00pm).
- To provide targeted specific 1:1 sessions to students with identified SpLD and SEMH
- To support and in some instances run small co-curricular groups to support social skills through creative activities
- Provide support to students across the year groups with study skills in a variety of subject areas.
- To support groups of students in the Learning Support Department in a variety of subjects to IGCSE level.
- To take responsibility and plan for additional workshops to support the curriculum.
- To support students in class and to liaise closely with subject teachers with regard to appropriate strategies to employ within the class setting to enhance the teaching and learning of students with neuro-diverse presentations or accessibility requirements.
- To collate, document and liaise with teachers and the SENDCo for annual reviews.
- To write reports on students taught.
- To carry out both individual and group assessments to identify needs and inform planning and, when necessary, write reports on specific needs identified.
- To complete any additional administrative tasks as requested to support the department.

PERSONAL RESPONSIBILITIES

To carry out the duties and responsibilities of the post, in accordance with the School's Health and Safety Policy and relevant Health and Safety Legislation.

The Whitgift Foundation is committed to safeguarding and promoting the welfare of young and elderly people in their care and expects all staff and volunteers to share this commitment.

PERFORMANCE STANDARDS

To ensure that all services within the areas of responsibility are provided in accordance with the School's commitment to high quality service provision.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

PERSON SPECIFICATION:

Essential

- Specialist Teacher status
- Up to date qualification that enables both assessment and teaching of SpLD
- Previous experience in working with children aged 10-18 years; experience of working with pupils with SEND, specifically SpLD and SEMH
- Excellent written and verbal communication skills
- Hard-working, reliable, creative and enthusiastic
- Confident to work positively and collaboratively with pupils, staff and parents
- Resilient and adaptable with a good sense of humour
- Caring and supportive to both students and colleagues
- Able to work as part of a team and also independently without supervision, when required
- Ability to plan a Scheme of Work to support an individual or group
- Able to prioritise your work and adapt when circumstances change, meeting deadlines under pressure
- Excellent administrative and ICT skills (Excel and Word skills are essential)
- A positive attitude in all areas of life but in particular with regards inclusion and diversity.

Desirable

- Experience of supporting pupils in an educational environment on a 1:1 and group basis
- Any counselling and/or coaching experience for young people
- Ability to offer additional skills to the whole school
- Flexibility on specific days of work and hours is negotiable up to the equivalent of 3 days per week; however, before and/or after school teaching intervention sessions will be required.

Contact

Please feel free to contact Kirstie Richardson, Head of Learning Support on 020 8688 9222 or email kir@whitgift.co.uk if you have questions regarding the vacancy.

Conditions of Service

The salary will be on the Whitgift Foundation scale (substantially above national scale) according to qualifications and experience. Accommodation may be available. Assistance is offered towards removal expenses etc., up to £1,000 in total.

Staff are required to make a significant contribution to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

We offer a generous salary and benefits package including membership of the Teachers' Pension Scheme (including Life Assurance cover), Employee Discount Club, discount on school fees for the Foundation Schools (permanent posts only), staff discount on off-peak membership at our on-site gym (Nuffield Health), membership of a healthcare plan, a range of family-friendly benefits and season ticket loan.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

For further information and an online application form, please visit www.whitgift.co.uk/vacancies. For any general queries, please telephone the School Human Resources Department on 020 8688 9222 or e-mail SchoolHR@whitgift.co.uk.

Applications will be reviewed daily, and interviews may occur at any stage after applications are received so we invite interested candidates to apply as soon as possible.

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore, any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents as detailed on their application.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure & Barring Service.

May 2021