



# Blossom House School

Station Road, Motspur Park  
New Malden, KT3 6JJ  
United Kingdom

+44 (0)20 8946 7348  
mpadmin@blossomhouseschool.co.uk  
[www.blossomhouseschool.co.uk](http://www.blossomhouseschool.co.uk)

## Applicant Information Pack

### SEN Teacher (Outdoor Learning Focus)

**The role is a Permanent, Full-Time role (Term-Time or Full-Time)**

**Monday to Friday: (08:30am – 17:00pm)**

**No working required during school holidays**

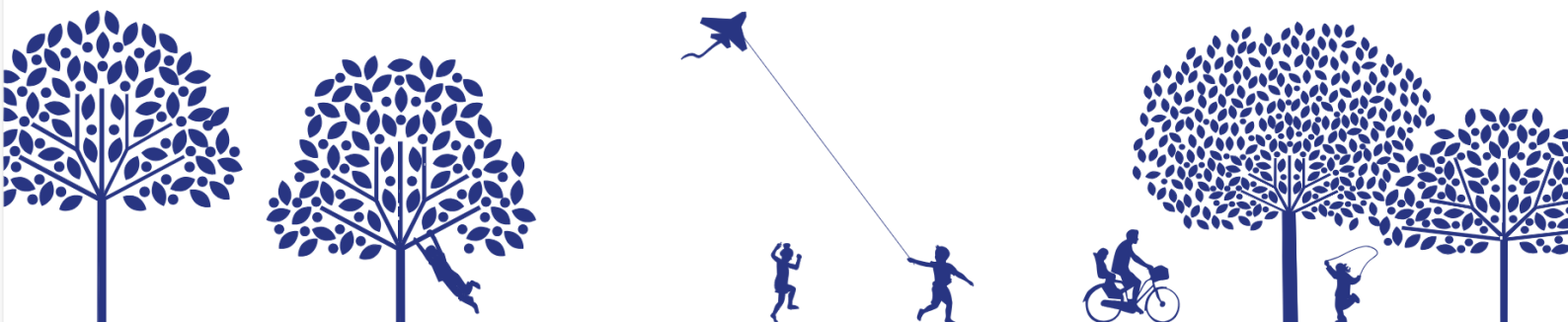
**Salary from: £36,500 to £47,200 depending on experience and skills**

**To Start: ASAP**

**Closing date: 18<sup>th</sup> March 2024**

**Early applications are encouraged**

The role is currently based at our Motspur Park school with regular travel to various outdoor venues.





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## From Joey, our Principal



*Joanna Burgess OBE  
Principal*

After Many years' experience as a Speech and Language Therapist, I opened our first language-centred nursery group in 1989. It was run on the philosophy that children need both 'language to learn' and 'to learn language' through exposure to a range of experiences that enables them to master other skills.

Since then, we have extended our provision to meet the needs of children who require an integrated programme of learning throughout their school years, in a caring and highly supportive environment. Self-esteem and confidence are crucial to success and many of our children arrive at Blossom House with a very Poor Self-image and little belief in any ability they do have. Taking a holistic approach, we celebrate children's strengths, build on their successes and provide intensive, specialist help with the areas they're struggling with.

Now offering full time education for children aged 3 – 19, Blossom House has flourished along with the many students and families we have supported.

Our school is a vibrant and truly positive place thanks to our totally dedicated, highly competent and wonderfully caring staff. It's a privilege to work with the children who come here and to watch them blossom and grow.



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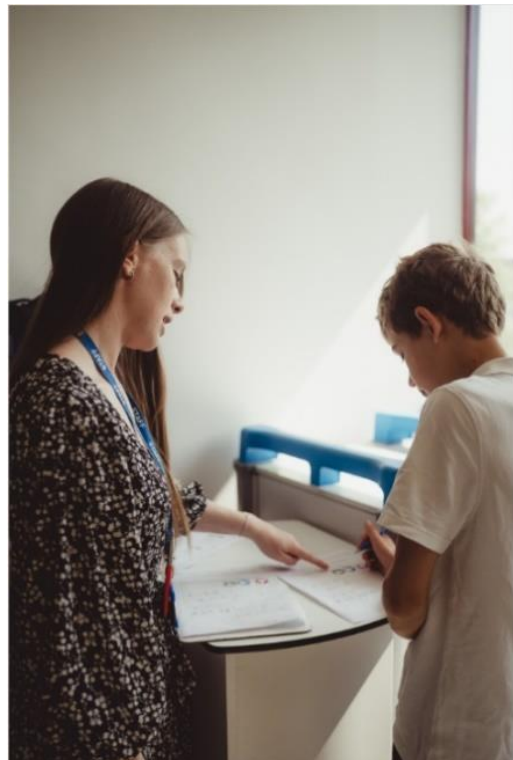
## About

Blossom House is a specialist independent day school in London for children with speech, language and communication difficulties. A highly supportive and nurturing place to learn, our school has a positive and inspiring atmosphere created by our dedicated, professional and caring staff.

At Blossom House, we build on the strengths of every child and give additional specialist support with the areas or skills they find challenging. Our goal is that every child at our school has the opportunity to fully blossom and fulfil their potential.

Blossom House School is committed to safeguarding and promoting the welfare of children and young people, and all our staff, students and volunteers share this commitment.

We have three sites: Motspur Park for children aged 3 – 19 years, Euston for children aged 3-11 years, and a smaller setting in Wimbledon for children aged 11-16 who follow our Equals curriculum.





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## What we offer

- A supportive working environment in a modern, well-equipped building.
- Small class sizes and the opportunity to work 1-1 with children where possible.
- Support from an enthusiastic and dedicated team of Therapy staff and Teachers who will work alongside you in the classroom. Our Speech & Language Therapists, Occupational Therapists, Physiotherapist, Art Therapists, Music Therapists, and Play Therapists aim to maximise each child's potential in a nurturing and supportive environment.
- Continued professional development and training, including regular safeguarding and child protection training.
- Close to a good transport network and on-site free parking is available.

### **We also have a range of Non-Contractual Benefits that are available to our staff:**

- Free Staff Lunches one day a week
- Free Refreshments in our Staff Room
- A termly well-being allowance
- UK Healthcare cash plan designed to help cover your "day to day" healthcare expenditure such as Optical and Dental bills and offers cash back (up to policy limits) for a variety of different medical treatments. It also offers lifestyle benefits and discounted gym membership.
- A Computer and Cycle to work Scheme





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## SEN Teacher (outdoor learning focus)

### **Something a bit different... Exciting opportunity for an outdoor-loving person!**

Blossom House School is excited to recruit for a Teacher for our new provision for pupils aged 10-16 years. We are designing a bespoke learning curriculum based around outdoor learning, which will be hands-on and functional with less of an academic focus. The applicant will need to be comfortable around handling and caring for animals and someone who is keen to get their hands dirty.

This will be a highly therapeutic environment, where communication support is central to its success. We follow the SCERTS framework (Social Communication Emotional Regulation Transition Support) to support our assessment, target setting and maintenance of a high quality, communication friendly environment. Close multi-disciplinary team work, is one of our core values, and we are very proud of our dynamic team of specialist teachers, therapists and learning support assistants, who work very closely together to ensure our students experience a meaningful, holistic timetable of activities to optimise their independence and emotional well-being.

We are looking for someone who shows initiative, is organised, enjoys the outdoors and believes in our ethos of ensuring our young people are happy, fulfilled and safe. The applicant must be passionate about working with young people with complex social communication difficulties and have experience working within a multidisciplinary team to provide the best support possible for the learners.

### **What the role involves:**

- Supporting our students can sometimes be challenging, mental and physical resilience are qualities necessary for all our staff.
- Working closely in a multi-disciplinary team
- Co-creating an adapted and pertinent functional curriculum based around the site's natural resources and opportunities and delivering learning opportunities through daily outdoor tasks and therapeutic outdoor activities.

### **The ideal candidate will have:**

- Confidence, enthusiasm and a passion for hands-on learning.
- Experience and/or interest in working with children with more profound/complex Special Education Needs.
- Experience or commitment to using symbolised communication systems (AAC) to support language and learning in the classroom.
- The ability to build good working relationships with children, teachers, parents and carers.
- The ability to promote positive behaviour in a nurturing environment is essential.
- A commitment to embracing outdoor learning.
- Knowledge and experience of supporting children with significant sensory integration difficulties.
- The ability to manage a small group of children with complex social communication needs and the ability to promote positive behaviour in a nurturing environment is essential.





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## Job Description

**Job Title:**

SEN Teacher (outdoor learning focus)

**Reports to:**

Lucinda Leathes – Provision Lead

**Accountable to:**

Joanna Burgess - Principal

**Hours per week:**

08:30 to 17:00 (Monday to Friday), Term-time or Full-time

## Responsibilities and Duties

- To help design half termly plans following Scheme of Work, implement and evaluate.
- To be involved in writing, implementing and evaluating weekly/daily plans following termly plans.
- To be involved in recording and evaluating children's progress using relevant evaluation procedures.
- To be involved in writing end of term reports and provide Annual Review reports for each child on each subject taught.
- To be involved in writing termly Individual Education Plans for each child taught.
- To communicate frequently with the parents and provide activities to help consolidate learning at home.
- To liaise with Multi-Disciplinary Team, and outside agencies as appropriate, providing professional advice and feedback.
- To manage behaviour according to the school Behaviour Policy.
- To attend staff meetings as required.
- To attend INSET, and ensure Continuing Professional Development.
- To deliver INSET, as required.
- To be fully aware of all applicable Blossom House School Policies.
- To provide an environment for the children that enables them to realize their potential and maximise their academic, social, physical and emotional development.
- To help care for the animals and land during school hours (should the school acquire a farm provision).
- To be flexible and carry out any such other duties as may be reasonably required and directed by the Provision Lead and Principal including some administrative tasks.



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Person Specification					
Qualifications	Essential	Desirable	Application Form	References	Interview/ Selection Process
Educated to A level or equivalent	✓		✓		✓
QTS or equivalent teaching qualification	✓		✓		✓
Knowledge & understanding	Essential	Desirable	Application Form	References	Interview/ Selection Process
Knowledge of SCERTS framework	✓		✓		✓
An understanding of how children develop & learn	✓		✓		✓
An understanding of Safeguarding and child protection in schools	✓		✓		✓
An understanding of supporting diversity and equal opportunities	✓		✓		✓
An understanding of health and safety and confidentiality	✓		✓		✓
Skills	Essential	Desirable	Application Form	References	Interview/ Selection Process
Clear written and spoken English	✓		✓	✓	✓
Ability to deliver indoor and outdoor learning opportunities	✓		✓	✓	✓
Good report-writing skills	✓		✓	✓	✓
Ability to manage behaviour, appropriate use of resources, time, and support from colleagues	✓		✓	✓	✓
Good numeracy and literacy skills	✓		✓	✓	✓
Good organisational skills including administrative tasks	✓		✓	✓	✓
Experience	Essential	Desirable	Application Form	References	Interview/ Selection Process

Experience of working with children	✓		✓	✓	✓
Experience of working with groups of children	✓		✓	✓	✓
Experience or awareness of special needs		✓	✓	✓	✓
Experience of working with children with challenging behaviour	✓		✓		✓
Experience of working within a multi-disciplinary team or with a therapist		✓	✓		✓
<b>Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application Form</b>	<b>References</b>	<b>Interview/ Selection Process</b>
Willingness and ability to work with animals and on basic horticultural tasks	✓		✓	✓	✓
Flexibility and creativity in your approach to tasks	✓		✓	✓	✓
Ability to build good relationships with children, teachers, parents and carers	✓		✓	✓	✓
Patience and a positive attitude	✓		✓	✓	✓
Ability to adapt to changes quickly	✓		✓	✓	✓
Ability to work as part of a team	✓		✓	✓	✓
Ability to work independently on prescribed tasks	✓		✓	✓	✓
Willingness to participate in training and other learning activities	✓		✓	✓	✓
Ability to communicate clearly to a variety of professionals	✓		✓	✓	✓
Willingness to support diversity and ensure all pupils with speech & language difficulties have equal access to opportunities to play and develop	✓		✓	✓	✓
<b>Safe-guarding &amp; Child Protection (COMPULSORY)</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application Form</b>	<b>References</b>	<b>Interview w/ Selection Process</b>
A commitment to follow school policies, procedures and guidance	✓		✓		✓
A commitment to the protection and safeguarding of children and young people	✓		✓		✓
Successful Enhanced DBS Status	✓				✓





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## Interview process

**If you are successful in your application for this role, the interview process for this role will involve a trial day in which applicants will participate in the following activities:**

1. Arrive and meet the team at Motspur Park,
2. A short tour of the school,
3. An interview.





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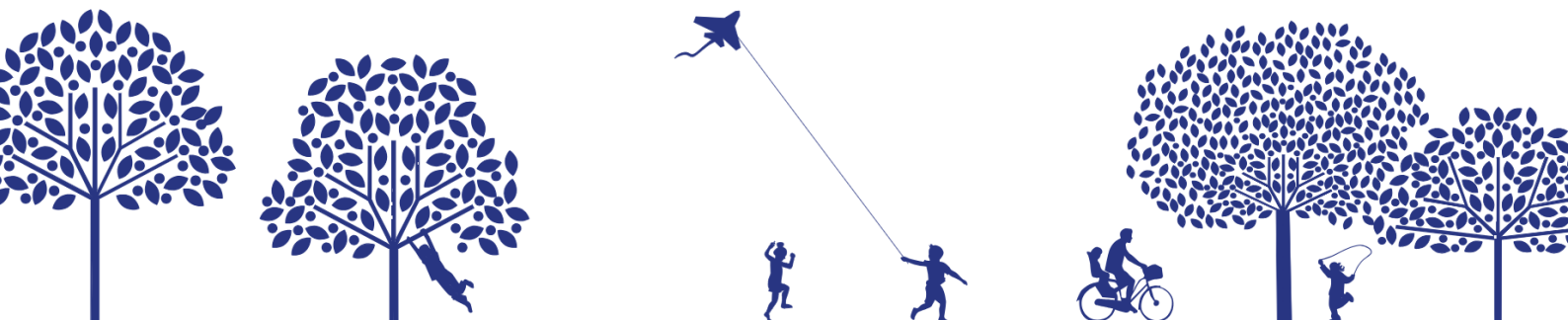
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**If you would like to apply for this vacancy, please download and complete the application form**

**Applicants will need to complete an application form detailing how they meet the requirement of the person specification.**

*We are committed to safeguarding and protecting the people we care for, creating a setting in which everyone feels welcome and safe. All posts are subject to a safer recruitment process which includes the disclosure of criminal records and barring checks, scrutiny of employment history, robust referencing and other vetting checks. Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across the organisation. We make sure that all our staff are trained and supervised to a high standard so they can provide safe, effective practice.*



Please see below a copy of our pro-forma reference request which we send to referees

Reference Request Form		
<b>Candidate Information</b>		
Full Name:		
Position applied for:		
<b>Referee Information:</b>		
Full Name:		
Job Title:		
Address:		
Relationship to candidate:		
How long have you known the candidate?		
<b>Employment Details:</b>		
Date employed by you:	From:	To:
Current or most recent job title held:		
Main duties and responsibilities of that post:		
Reason for leaving your employment:		
<b>Reference Questions:</b>		
1. Please comment on his/her ability to work within a challenging environment.		
2. Please comment on his/her ability to communicate clearly and appropriately at all levels, both orally and in writing.		
3. Did the candidate perform his/her duties satisfactorily?		
If No, please provide details of any areas needing improvement and any remedial action taken.		
<b>Yes/No (delete as appropriate)</b>		
4. Please comment on the candidate's suitability for this appointment. It would be helpful if you could specify strengths and limitations you consider the candidate has		

demonstrated which would be relevant to the requirements of this appointment and give examples to support your comments.
<p>5. Has the candidate been the subject of any informal or formal disciplinary action or any action under the capability procedure where penalties or sanctions remain in force?</p> <p>If yes, please give full details of the nature and dates of the misconduct or performance issues, and of the penalty or sanctions still in force including the expiry date of the warning.</p>
<b>Yes/No (delete as appropriate)</b>
<p>6. Does the candidate have any action pending against him/her in relation to the disciplinary or capability procedure (including whether or not the candidate is currently the subject of a disciplinary investigation or an investigation under the capability procedure)?</p> <p>If yes, please provide full details of the nature and date(s) of the allegations.</p>
<b>Yes/No (delete as appropriate)</b>
<p>7. Has the candidate ever been the subject of any disciplinary action in relation to his/her suitability to work with children in which penalties or sanctions were imposed but have since expired?</p> <p>If yes, please give full details of the nature and date(s) of the allegations(s), and of the penalty/sanction which was imposed.</p>
<b>Yes/No (delete as appropriate)</b>
<p>8. To the best of your knowledge has the candidate ever had a substantiated allegation(s) made against him/her in regard to his/her behaviour toward children?</p> <p>If yes, please give full details of the nature and date(s) of the allegation(s), by whom they were investigated, what conclusion was reached as a result of the investigation, whether any action was taken and if so what that was.</p>
<b>Yes/No (delete as appropriate)</b>
<p>9. Do you have any specific concerns around the candidate's suitability to work with children?</p> <p>If yes, please specify.</p>
<b>Yes/No (delete as appropriate)</b>
<p>10. Convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) by SI 2013 1198 or filtered in line with current guidance must be disclosed in respect of individuals who work in schools. It would be an offence for you not to reveal any information you have about any convictions, cautions, reprimands or final warnings that have been received by the candidate and are not "protected".</p> <p>Please provide any such information which will be kept in strict confidence, and used only in consideration of the suitability of this candidate for a position where such an exemption is appropriate.</p>

11. Please comment on the effectiveness of the candidate's interactions with:			
a) Other adults			
b) Children and young people			
12. If the person has already left or has indicated an intention to leave your employment please indicate the reason if known:			
13. Do you know of any reason why we should not employ the candidate? If so, please specify.			
<b>Yes/No (delete as appropriate)</b>			
14. Would you re-employ this person?			
<b>Yes/No (delete as appropriate)</b>			
15. Please provide any further information or comments which you wish to offer about the candidate, bearing in mind the post for which they have applied for?			
<b>Candidate evaluation</b>			
<i>0 = Unable to comment, 1 = Requires improvement, 2 = Meets expectations, 3 = Exceeds expectations, 4 = Outstanding (top 5%)</i>			
<b>Character</b>			
Reliability and integrity		Work without supervision	
Suitability to work with children		Tolerant, calm and patient	
<b>Professional Knowledge, Skills and Abilities</b>			
Effective accurate literacy, numeracy and ICT skills		Effective organisational and administrative skills	

Effective behaviour management		Level of professional knowledge for job role	
<b>Classroom Teacher Skills and Other Experience (if applicable to role)</b>			
Teaching ability		Working with SEN pupils	
Ability to maintain the recognized core professional standards		Ability to demonstrate and promote enthusiasm in pupils/students	
Ability to keep updated with curriculum/legislation/workplace / technology changes		Ability to implement required changes in the workplace	
<b>Personal qualities, attitudes and approaches</b>			
Committed to safeguarding and promoting the pastoral care of children		Able to uphold public trust and confidence and maintain appropriate positive professional boundaries in relationships with both children and adults	
Adaptability / Flexibility		Attitude	
Using own initiative		Able to work in groups / teams	
Relationships with colleagues		Leadership abilities	
Ability to relate to children		Children's response to applicant	
Maturity		Responsibility	
Perseverance		Punctuality	
<b>Objective Rating</b>			
<i>Under each heading, please tick/cross/highlight the phrase that most accurately describes the applicant:</i>			
<b>1. Ability to Direct and Influence others:</b>			
Exceptional leadership qualities		Unreliable leadership qualities	
Usually successful in leading others		Not known	
<b>2. Ability to relate to and give guidance to children:</b>			
Exceptional		Unreliable	
Usually successful		Not known	
<b>3. Ability to control emotions:</b>			



Well balanced, good control		Frequently irritated, depressed or impatient	
Average ability to control emotions		Not known	
4. Ability to work and co-operate with others:			
Exceptional in groups, a team player		Better suited to solitary work	
Will co-operate in most circumstances		Not known	
5. Ability to complete tasks and/or assignments:			
Completes tasks promptly and often does more than expected		Needs constant supervision to complete work	
Completes assigned tasks at own pace		Not known	
6. Ability to handle constructive criticism:			
Good. Will act upon suggestion.		Does not react well to constructive criticism.	
Average. Will listen and may act upon suggestion.		Not known.	
<b>Declaration</b>			
Signed:			
Date:			
Name:			
Job title:			
Address:			
Telephone no.			
Please confirm whether you have any objection to the contents of this reference being revealed to the candidate during or after the recruitment selection process.			
<b>Yes/No (delete as appropriate)</b>			