



# Glyn School

## **SEND Tutor**

**Hours of Work: 28 per week**

**Salary: Specialist 1-16**

**FTE: £26,272-£29,894**

**Pro Rata: Term time only £18,081-£20,574**

Dear Applicant,

Thank you for your interest in our vacancy. Glyn School is a comprehensive school for boys aged 11 to 16, and a successful mixed Sixth Form. Founded in 1927, we have a rich history of academic excellence, sporting prowess, artistic achievement and service to the community. The school carries the responsibility of being graded 'outstanding' by Ofsted in 2000, 2012 and again in 2023. In 2014 we were designated a Teaching School, one of a select number that represent the most outstanding and innovative practice nationally. We were also awarded SCITT status in 2015. Finally, we have the privilege and responsibility of being a founder member of GLF schools, a Multi Academy Trust (MAT) where the focus on collaboration, leadership and school improvement enables students to 'Grow, Learn and Flourish'.

At Glyn School we hold high expectations of all our students in every respect. We aspire to provide students with an outstanding learning experience each and every day. Every decision that we make is centred on their learning and achievement as we seek to enable each one to meet and exceed their potential. Our incredibly dedicated and talented staff never give up on a student.

### Glyn School's Vision



Glyn School inspires a love of learning and achievement that is founded on the virtues of integrity, kindness, respect and endeavour. Every person is highly valued and encouraged to achieve their full potential. Students are supported to develop and express their character, empowering them to positively contribute to their community. We are a values-driven school and thus our values underpin all we do.

**Integrity and Respect** - Integrity means 'doing the right thing, even when someone isn't looking'. A school community motivated by integrity and embodying a true understanding of respect and care for others is a successful school. We foster mutual respect between all members of our community and help students develop self-confidence and self-respect, so that they become well-rounded young people.

**Kindness** - Kindness is a type of behaviour marked by acts of generosity, consideration, showing assistance or concern for others, without expecting praise or reward. Our culture is positive and supportive, which increases students' sense of belonging and happiness towards their learning and school experience.

**Endeavour** - We nurture students to strive to achieve their true potential through perseverance, hard work and resilience. We place an importance on teamwork and developing independence, where all students are encouraged to embrace challenge, which leads to success and achievement.

We want you to enjoy working at Glyn School and we warmly welcome you to visit us and experience our vibrant, thriving and supportive atmosphere that makes Glyn School the right choice for you.

**Mrs Jo Garrod**

**Headteacher**

## **The Associate Team at Glyn School**

The Admin Team at Glyn School are friendly and supportive and form part of the wider Associate staff team at the school. Our Associate team members include Faculty Technicians, Learning Mentors, LSAs & HLTAs, Non-Educational Support staff and the Premises Team.

We are fully committed to learning from each other and sharing good practice. As such, we work together to create an encouraging and rewarding working environment. There are opportunities to participate in training and all staff have free access to an online suite of tailored training packages via The National College.

We have lots of benefits included in our remuneration package such as becoming automatic members of the Local Government Pension Scheme, free access to a 24-hour Employee Assistance Programme, Tax-Free Child-Care Voucher Scheme and flexible working practices. We are proud to be members of GLF Schools, which provides many CPD and career development opportunities.

All new Associate staff receive an excellent induction programme and continuous support from their line manager and members of their team. We aim to create an enjoyable and productive working environment, where hard work and success are celebrated by all.

<b>Job Title</b>	SEND Tutor	<b>Job Reference</b>	
<b>Location</b>	Glyn School	<b>Travel required</b>	No
<b>Grade</b>	Specialist	<b>Responsible to</b>	SENDCO

#### Core purpose

To plan and deliver targeted interventions for secondary-aged students with a range of Special Educational Needs and Disabilities, including social, emotional and mental health needs, literacy difficulties, and challenges with self-regulation - but not limited to.

The role involves designing and delivering individual and small-group programmes to support students' academic progress, emotional wellbeing, and overall engagement in learning.

#### Key Responsibilities

- Plan, deliver, and evaluate bespoke interventions that address students' SEMH, literacy, and regulation needs.
- Develop schemes of work that are responsive to individual student profiles and informed by current best practice in SEND teaching and learning.
- Work collaboratively with the SENCO, pastoral team, and teaching staff to identify students in need of support and ensure consistent approaches.
- Maintain clear records of student progress and impact of interventions, contributing to termly reports and review meetings.
- Adapt teaching styles and materials to meet the diverse needs of students, including those with autism, ADHD, dyslexia, and trauma-related difficulties.
- Provide a nurturing and inclusive learning environment that promotes safety, trust, and positive behaviour.
- Support students in building resilience, self-esteem, and independent learning strategies.
- Liaise with external professionals as appropriate, contributing to EHCP reviews and multi-agency meetings when required.

#### School Ethos

- Contribute to the overall ethos/work/aims of the school.
- Attending and participating in meetings scheduled in the school calendar punctually.
- GLF Schools expects its employees to work flexibly with the framework of the duties and responsibilities above. This means that the post holder may be expected to carry out work that is not specified in the job profile, but which is within the remit of the duties and responsibilities.
- Playing a full part in the life of the school community, supporting its distinctive ethos and encouraging staff and students to follow this example.

## Safeguarding

- GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion

## Job Title: Intervention Tutor – Person Specification

### Essential

- Experience working in an educational environment with secondary-aged students, particularly those with SEND.
- Strong knowledge of a wide range of SEND profiles, including SEMH, literacy difficulties, and neurodivergent conditions.
- Proven ability to deliver targeted, evidence-based interventions.
- Ability to design and implement adaptable schemes of work.
- Excellent communication, collaboration, and record-keeping skills.
- Able to work to deadlines, use own initiative and keep line manager appraised.
- A commitment to inclusion, student welfare, and continuous professional development.
- Understanding of relevant policies/codes of practice and awareness of relevant legislation.
- Ability to work independently, demonstrating initiative.
- Receptive to new ideas, approaches and challenges.

### Desirable

- Additional qualifications in areas such as literacy interventions, mental health, or trauma-informed practice.
- Experience contributing to EHCP processes or working closely with external agencies.
- Familiarity with restorative approaches, Zones of Regulation, or similar frameworks.
- Experience of working in a school.
- A successful track record of improving outcomes for students.

## **Making an application**

Please apply by the closing date shown in the online advert. In the event of difficulty, please email Kerry Penegar HR Manager [k.penegar@glynschool.org](mailto:k.penegar@glynschool.org).

It is important that you explain clearly in your supporting statement why you are applying for the role and how you have been equipped for it by your experience and qualifications. If you have been shortlisted for interview, we shall contact you soon after the closing date. Please ensure we have a daytime number or email address so that we can get in touch to make the necessary arrangements. If you do not hear from us, then you may assume that your application has been unsuccessful on this occasion, but we should like to thank you for your interest in working at Glyn School.

We reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a high level of response. Therefore, we would recommend that you submit your application as early as possible.

## **References**

When providing details of referees, applicants must provide two references. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live.

The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form.

## **Interviews**

The interview process will include an interview and an activity and a school tour. Please note due to high numbers of interested candidates, we will only contact candidates whose applications are shortlisted to attend interview.

## **Safeguarding**

Glyn School is fully committed to safeguarding. If you are invited for interview, you will be required to provide original documentation to prove your identity (e.g. passport, driving licence, P60/45) and original exam qualification certificates. Successful applicants will be required to complete a disclosure form to enable an enhanced DBS check to be undertaken. Information from the DBS check will be held in strict confidence. You will also need to provide proof of your eligibility to work in the UK and complete a Medical Declaration.

## **Data Protection**

Should you be unsuccessful with your application the school will confidentially destroy your Application Form after six months of its submission. If you are successful in your application this information will be kept securely as part of your personal employment record.

## **Equality and Diversity**

Applications are welcome from all sectors of the community. No job applicant will be treated less favourably because of his or her sex, race, colour, ethnic origin, age, marital status, disability, religion or belief, sexual orientation, or by any other condition or requirement that cannot be shown to be justified.