

ASTREA ACADEMY DEARNE



Astrea Academy Trust
INSPIRING BEYOND MEASURE

Teacher of SEND

MPS/UPS plus SEND allowance of £3000

CANDIDATE PACK

Open Letter from our Principal

Dear Candidate

I am delighted that you are interested in applying for the post at Astrea Academy Dearne. The academy joined Astrea Academy Trust in February 2019 and has approximately 1150 students on roll in Year 7 to 11.

We are within commutable distance from Wakefield, Leeds, Doncaster and Sheffield and are a proud member of the Astrea Academy Trust family of schools. We have the highest aspiration for our students to achieve their very best and grow, both as individuals and as members of their community. We are a truly comprehensive and inclusive academy. This is reflected in our approach to all areas of our work.

Astrea Academy Dearne is on an improvement journey, developing a strong curriculum, good teaching and effective pupil support. The academy and Trust are committed to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture, influenced by Lemov's Teach Like A Champion and Tom Bennett.

We have recently launched the Astrea Behaviour Curriculum, where behaviour expectations and routines are explicitly taught and deliberately practised. The creation of a scholarly culture that is warm and strict, disciplined and joyful, where there is 'purpose not power', ensuring impeccable behaviour, where teachers can focus on teaching and pupils can focus on learning, underpins everything. There needs to be relentless consistency with the implementation of the behaviour policy in every classroom, and overcommunication of the 'why' to all stakeholders, to help ensure impeccable behaviour.

We aim to provide the highest quality of pastoral care and academic standards, helping to develop in our students a keen sense of pride in themselves, their academy and the wider community. We recognise the crucial role that parents/carers have in this respect and so strive to work in strong partnership with them throughout their children's time with us. Our supportive approach enables everyone to develop the skills and knowledge required to be responsible and considerate individuals suited to the demands of our ever-changing multicultural society.

If you are aligned to our mission and values, have a strong track record of improving young people's education and a drive to do more, we very much look forward to hearing from you. We recommend that you take the opportunity to make an informal visit to see the school prior to making your application. Please contact Hannah Peace hannah.peace@astreadearne.org if you would like to arrange a visit or an informal conversation with me.

I very much hope that you choose to apply for this post and I look forward to meeting you.

I look forward to welcoming you to our Academy.

With very best wishes

Mr Eddie Child

Principal at Astrea Academy Dearne

Job Description

JOB TITLE:
Teacher of SEND

REPORTING TO:
Assistant Principal

SALARY RANGE:
MPS/UPS plus £3000 SEND allowance

CONTRACT TYPE:
Permanent

WORKING PATTERN:
32.5 hours per week



Role Description

TEACHING AND LEARNING

- Ensure Quality First Teaching is consistently delivered for all SEND students in the Athena provision.
- Plan and deliver lessons and schemes of work that match the bespoke needs of students in Athena, that are knowledge led and promote a love of learning.
- Plan and deliver therapeutic, literacy and numeracy interventions to meet the bespoke needs of students within Athena.
- Create a climate within lessons whereby effective, independent learners are supported through innovative and adaptive lesson design to maximise their potential and to meet their varied needs.
- Work closely with the Curriculum Leader: Alternative Provision to ensure that the curriculum and schemes of work are appropriate and accessible to all students.
- Demonstrate effective use of adaptive teaching strategies to support individual needs.
- Consistently model the teaching of good or better lessons that motivate, inspire and improve student academic and personal attainment embedding an 'open door' ethos across the provision.
- Share best practice and challenge your own thinking through collaboration and peer to peer support.
- Contribute to weekly subject CPD and positively engage with new ideas.
- Create a stimulating classroom environment through displays, vocabulary and curiosity.

BEHAVIOUR AND SAFETY

- Be an active and caring form tutor consistently championing the students in your care.
- Adhere to the school's behaviour management policy, ensuring the health and wellbeing of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, equal opportunities, confidentiality and data protection, reporting all concerns to an appropriate person.
- Appreciate and support the role of others within the school.
- Communicate with parents in a professional manner at all times, promptly responding to parental enquiries by telephone, letter or email as appropriate.
- Actively support a rewards culture within the school that recognises hard work, dedication and determination.

ACHIEVEMENTS AND STANDARDS

- Use assessment data to plan learning that drives academic and personal achievement linked to each students' targets and milestones.
- Assist as required with curriculum intervention to address underperformance and swiftly secure high levels of success.
- Contribute to the EHCP annual review process for students in Athena as directed by the SENDCO.

GENERAL

- Create enrichment opportunities for all students to increase enjoyment and engagement in Athena.
- Contribute effectively where necessary to the induction programme for new teachers and those who are new to the school.
- Create and maintain positive and supportive relationships with parents, the academy trust and the wider community.
- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the school.
- Take on additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

Person Specification

Education and qualifications

- A Graduate with Q.T.S. status (pending if currently training).
- A second class degree or better.
- Evidence of additional recent and relevant continuing professional development.
- Training around supporting SEND students.

Experience

- Proven track record of teaching at a primary, secondary or specialist level with highly successful outcomes for students or successful experience as a trainee teacher completing QTS.
- Experience of teaching SEND students.
- Experience of monitoring and tracking student progress and achievement to improve outcomes.
- Designing and developing high quality bespoke teaching resources to address individual SEND needs.

Knowledge, skills and abilities

- An up to date knowledge of the latest developments in SEND pedagogy and adaptive teaching.
- Excellent subject knowledge in your area of expertise.
- High level communication, organisational and management skills.
- An understanding of the factors contributing to successful outcomes in education for young people with SEND.
- An understanding of equal opportunities in secondary education.
- An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter regardless of background or individual need.
- A creative and innovative teacher able to communicate and deliver an effective vision and secure impact.
- Commitment to abide by and uphold policies on Equal Opportunities, Health and Safety, Child Protection and Safeguarding.
- Resilience, self-motivation, courage and stamina and the personal drive and desire to 'make a difference' in an environment which can be challenging at times.

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy

About Astrea

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

Key Characteristics of our academies:

- High aspirations, with a firm emphasis on academic attainment
- A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the pupil
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant that are taught by specialists
- Active parental and community involvement
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community
- To be successful in achieving their qualifications at both GCSE and A Level

A knowledge-rich education:

- By a knowledge-rich education we mean a rigorous and extensive, knowledge-based education that draws its material and methods from the best and most important work in both the humanities and the sciences.
- The aim of a core-knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.
- We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon, but should embrace other cultures and traditions. What that canon includes will be subject to review, but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

View the [Astrea 2025 Strategy here](#)

Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.



Astrea Talent Programme

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.