The GALLERY TRUST

A community of special schools

Teacher
Iffley Academy
Candidate Information
April 2019

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Welcome

Thank you for your interest in the post of Teacher at Iffley Academy.

Iffley Academy is a very successful academy, and has grown in recent years with a current number on roll of 157 students. The Academy has a long and proud history, with a school on the current site in Iffley since the 1960s. Judged as Outstanding in 2015 and 2019, the Academy meets the needs of students with a range of SEND, including Cognition and Learning Needs, Autistic Spectrum Disorder and Social, Emotional and Mental Health Needs. Our learning community is based on respectful relationships with students, created through understanding of their special educational needs, commitment to restorative approaches, and by providing outstanding teaching and pastoral care. This is a warm and caring community, dedicated to equipping students with the skills and knowledge they need to live independent lives within their chosen communities.

The Board of Trustees is seeking inspirational and dynamic Teachers: gifted practitioners who can meet the needs of this vibrant and diverse community.

In 2018 Iffley Academy was also designated as a Teaching School and requires enthusiastic teachers who can contribute to this new and exciting venture. This will include opportunities for experienced teachers to support other schools and early-career teachers, and to be involved in training across the county. In addition to this they may be involved in initial teacher training and mentoring staff in other special schools.

The Academy is a member of The Gallery Trust, an expanding Special Needs Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. The Trust has a national reputation for excellence, and is influential in the development of SEND strategy in the county. With two academies currently in the Trust, and with two special schools currently converting to join our MAT, the Trust's aim is to build a community of six to eight special schools over the next ten years. As an employee of the Trust this offers unique opportunities for wider professional development opportunities.

On behalf of the Board of Trustees, thank you again for your interest and we look forward to hearing from you.

Sian Rodway
Chair of Trustees

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Teacher
The Iffley Academy, Oxford

Salary: TMS, UPS plus SEN allowance (***SEN 1 moving to SEN 2)***
TLR for Computing is available. For further details, please request a Job Description

If you are committed to enriching and improving the lives of young people with Special Educational Needs and Disabilities, if you would like to join a team which delivers an exciting and diverse curriculum which is not driven by the National Curriculum or exam outcomes, and if you want to work in a vibrant and Outstanding Special Academy – we want to hear from you.

The Iffley Academy is Oxfordshire's largest Special School, and caters for pupils aged 11-18 with a diverse range of SEN, including Moderate Cognition and Learning Needs, Autistic Spectrum Disorder and Social, Emotional and Mental Health needs. We have high expectations of our students, and are dedicated to removing the barriers to learning so students can achieve their full potential.

Students are taught through a differentiated and bespoke curriculum designed to enhance academic and social development, with a strong emphasis on independence skills. The curriculum delivers a thematic, cyclical approach to provide a meaningful and interesting context for the development of basic skills, knowledge and understanding while providing the relevant National Curriculum requirements. Classes are grouped into stage, not age, allowing for innovative and creative approaches to teaching and learning and are taught predominantly by one class teacher, supporting by additional class adults. The Academy provides support for the social and emotional needs of students through a qualified and skilled therapeutic team, underpinned by a pastoral support team. The offer to students is enhanced by additional specialist therapies and interventions.

We welcome applications from experienced teachers and NQTs alike. Experience of working with students with SEN is desirable but not essential, as extensive specialist training and CPD will be provided.

Our focus is to recruit teachers who are keen to grasp the possibilities offered by the Academy where practice is based on SEN pedagogy and evidence: who would relish getting involved in exciting national professional development projects, and who want to work as part of a multi-disciplinary and specialist team.

In return for your determination to make a difference to the lives of our learners, we can offer you the opportunity to work for an ambitious Multi Academy Trust. The Academy will move to new state of the art buildings in 2020 and is one of two academies currently in The Gallery Trust: the second Academy is in pre-opening and will be located in North Oxfordshire.

Our unique features include:

- A curriculum model which is designed around a cyclical thematic approach, rather than a subject led offer
- Individual learning pathways which teach the way our SEN students learn and moves away from the “one size fits all” approach.
- An ethos of Restorative Approaches, mutual respect, and social responsibility which creates an inclusive and nurturing community
- The teaching of functional skills for life and vocational options and the chance to support students in achieving accreditation which prepares them for the workplace.
- A flexible, innovative and student-centred approach, which supports not only excellent teaching and learning, but also the emotional and mental wellbeing of students and their individual needs.

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Application process

To apply for this post, please email recruitment@iffleyacademy.co.uk or telephone 01865 747606 to request an application form and a job pack. You can also download an application form and job pack from our website http://www.iffleyacademy.co.uk/index.php/ahome/vacancies/current-vacancies.html

Please submit your application form by 5pm on Friday 26th April 2019 to recruitment@iffleyacademy.co.uk.

Interviews will be held on Wednesday 8th May 2019.

Please ensure you detail any gaps in employment, and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria. We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS). Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, satisfactory references, health clearance and NCTL and police clearance (where appropriate). The Gallery Trust is an equal opportunities employer and we welcome applications from a range of ethnic backgrounds to represent diversity in line with our school community.

A Teacher works for The Gallery Trust based at Iffley Academy. However, the Trust reserves the right to deploy staff to different locations depending on the needs of the overall Trust.

Iffley Academy

Iffley Academy provides education for students with a range of Special Educational Needs and Disabilities, including Cognition and Learning Needs, Autistic Spectrum Disorder and Social, Emotional and Mental Health Needs on its site in the outskirts of Oxford. The Academy will move to new, state of the art buildings in 2020, provided by the DfE under the Priority Schools Building Programme 2. Iffley Academy is one of two academies currently in The Gallery Trust: the second Academy is in pre-opening and will be located in North Oxfordshire.

All students have an Education, Health and Care Plan, which drives their educational provision.

Iffley Academy is highly successful and is over subscribed. The roll has risen steadily over the last ten years and now stands at 157 students, aged from 11 to 18 years. Students attend from throughout the county, and transfer from our SEND feeder school, and a number of mainstream primary and secondary schools.

Students are taught through a differentiated and bespoke curriculum designed to enhance academic and social development, with a strong emphasis on independence skills. The curriculum delivers a thematic, cyclical approach to provide a meaningful and interesting context for the development of basic skills, knowledge and understanding while providing the relevant National Curriculum requirements. Classes are grouped into stage, not age, allowing innovative and creative approaches to teaching and learning, and are taught predominantly by one class teacher, supported by additional class adults. The Academy provides support for the social and emotional needs of students through a qualified and skilled therapeutic team, underpinned by a pastoral support term. The offer to students is enhanced by additional specialist therapies and interventions.

The Ofsted report of 2015 found all categories considered by inspectors (Leadership and Management, Behaviour and Safety of students, Quality of Teaching, Achievement of students, Sixth Form provision) to be “Outstanding”. The subsequent Short Inspection in February 2019 found that the Academy continues to be Outstanding.

Aims and Values

We are committed to guiding and encouraging our children and young people towards reaching their full potential. We believe that each and every one of our unique learners has their own contribution to make to the life of the Academy, their family and their community, through:

- Engaging with a stimulating and challenging education of the highest quality within which they know that their achievements are valued
- Developing the ability to be independent and successful in adult life and the wider community
- Developing the ability to embrace change and the challenges this can bring
- Developing positive relationships and respect for one another
- Developing tolerance and understanding of individual needs
- Embarking on a journey of self discovery

- Engaging with the Academy's high expectations, positive attitudes and staff that have a passion for working with young people
- Supporting the Academy's safe and secure structure
- Embracing the exciting and innovative challenges and opportunities on offer

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About The Gallery Trust

The Gallery Trust is a Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. Formerly known as The Iffley Academy Trust, the driving force of the Trust is simple: it is to provide outstanding education and support for young people with special needs and disabilities, enabled through:

- Commitment to special education – striving to provide the best specialist learning experience for all students
- Opportunities for all to learn – ensuring that students and staff have access to learning pathways which enhance their lives
- Genuine respect and value – creating relationships which promote trust, confidence and respect within environments which are safe and secure

The Trust currently has two member Academies: Iffley Academy, and Bloxham Grove Academy, a new free special Academy scheduled to open in 2020 in North Oxfordshire. The Trust is currently in formal negotiation with two special schools who are keen to join the Trust, and a further three special schools in the county have expressed interest in becoming part of The Gallery Trust. The Trust's vision is to build an organisation over the next ten years which includes converter academies, free schools and sponsored academies, and which will meet the needs of all cohorts of SEND students in the county. All constituent academies will have the opportunity to share expertise across the Trust and work with peers who are specialists in SEND, sharing common aims and goals.

The Trust is committed to investment in learning, developing leadership, working in partnership and through a shared vision, enabling all students to reach their full potential.

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Job Description

Teacher 1.0 FTE

Responsible to: Head Teacher
Salary: TMS or UPS + SEN Allowance
TLR for Computing is available. For further details, please request a Job Description.

Job Purpose:
To advise and support the Head Teacher in providing vision, strategic direction, professional leadership and management to ensure high quality education for all students.

Introduction:
The job description should be read in conjunction with the current School Teachers' Pay and Conditions document and the provision of that document will apply to the post holder.
The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Head Teacher. The Head Teacher, or other Senior Manager if appropriate, will be mindful of her/his duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.
The job description will be reviewed at least annually and any changes will be subject to consultation. The academy's grievance procedure will be used to resolve any disagreement arising out of the job description. Other relevant policies may be the Stress at work policy and Dignity at work policy.

Teaching and learning:

- Ensure all pupils in their care within the academy receive an exciting, effective and appropriate education as outlined in their Educational Heath Care Plan (EHCP) and in accordance with the academy's curriculum framework.
- Monitor, evaluate and report on the quality of teaching and learning and classroom management standards
- The provision of suitably differentiated work to meet the individual needs of the students
- The curriculum planning and review cycle is maintained in accordance with the school's planning framework and policy
- On-going assessment of students' work and abilities through comprehensive record keeping based on the academy's agreed format
- Maintenance of good discipline in line with the academy's Restorative Approaches policy
- Contribution, wherever appropriate, to the display, presentation and celebration of students' work
- Safeguarding and promoting the welfare of all students

Wider responsibilities relating to whole academy issues and procedures

- Working for the positive development of the academy, in line with the Raising Achievement Plan
- Attending staff meetings, curriculum forums or any other relevant meetings within the stipulated 1265 directed hours
- Taking a share of supervisory duties as part of the weekly routine as necessary
- Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitor and colleagues in accordance with the requirements and locally adopted policies: including taking responsibility for raising concerns with a manager

Specific responsibilities agreed between the Head Teacher and the above teacher

In addition to the duties outline in the School Teachers Pay and Conditions document currently in operation, or any subsequent legislation, you will be responsible for the following:

Teaching

Teaching across a range of curriculum areas, including the role of tutor

Staff development and support

Delivering INSET training throughout the academy, as appropriate

Links with parents, Local Authority and the wider community

- Encouraging full parental participation in the work, life and development of the school and make sure they are fully informed of their child's progress. To be available to deal with parental concerns and provide support where possible or refer to other professionals or agencies.
- Working co-operatively with the Governing Body and Trustees
- Liaising and co-ordinating with external agencies and other professionals

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Selection Criteria
Teacher
Essential Criteria

Professional Qualifications

- Qualified teacher status
- Relevant Professional qualification

Experience

- Successful teaching experience
- Planning for and teaching pupils with SEN
- Effective involvement in school improvement planning and monitoring
- Evidence of strategies developed for target setting and monitoring performance in order to raise pupil achievement
- Experience of interactive teaching methods
- Evidence of differentiation of the curriculum

Professional knowledge and skills

- Awareness of current initiatives, issues and legislation
- Experience of using ICT effectively
- Knowledge and experience of developing a purposeful learning environment and using a range of strategies to promote good behaviour
- Respect for pupils' social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning
- Understanding the role of teaching assistants in maximising pupils' learning
- Knowledge and experience of applying a framework of curriculum planning which: includes long and short term plans; requires learning objectives to be identified for classes, group and individuals; enables monitoring, assessment and recording of pupils' progress