



APPLICATION PACK

HEAD TEACHER

Cumbria
Academy
for Autism

WELCOME FROM THE TRUSTEES

POST: HEAD TEACHER

This post will commence 1st January 2019

Thank you for your interest in working at Cumbria Academy for Autism (CAA). We would like to take this opportunity to tell you all little about our unique school and to highlight the significance of this important appointment. Cumbria Academy for Autism is a brand new, aspirational special free-school. It will serve the boroughs of Allerdale and Copeland in West Cumbria, providing a unique educational experience for 56 students between the ages of 4 to 19 years old. We will deliver high quality education and intervention in a learning environment which will enable children to achieve their full potential in their future lives. We are passionate about improving the life chances of autistic children and young people in West Cumbria. After three years of planning and applications we have now been given approval by the DfE, with local authority support, to open in September 2019.

We are seeking to recruit a dynamic staff team who will share our vision. You are applying for this role at the outset of our new school as we recruit an exemplary and highly energetic leadership group and staff team that will quickly establish CAA as a centre of excellence for autism learning.



We are looking for leaders and staff who will have a positive contribution towards an open and trusting culture, who can bring a collaborative and 'can do' solution-focused attitude and who know that the only way to achieve excellence is to maintain and motivate high-performing teams across the school. The successful candidate will demonstrate their enthusiasm, drive and dedication to make CAA a school that can guarantee to maximise pupil progress and achievement through an outstanding learning experience.

If you feel you can meet the needs of all our students without limitation, and are excited to support CAA on its journey, then we look forward to hearing from you. Please take time to read the application pack and look at our website:

www.cumbriaacademyforautism.org.uk

An application form is available on our website or by following the TES link on our advert. Please complete both the application form and a letter of application.

ELECTRONIC APPLICATIONS PLEASE TO autismfsc@gmail.com by 30th April 2018.

For further information please email our Education Lead, Gillian Hartley (gill.hartley56@gmail.com) or autismfsc@gmail.com

Interviews will take place on Thursday, 17th and Friday, 18th May.

We look forward to receiving your application.



Lynne Thornton, Lead Proposer

On behalf of the Members and Governors, Cumbria Academy for Autism



Gillian Hartley, Education Lead

CREATING LIFE CHANGING OPPORTUNITIES

Our Vision

Cumbria Academy for Autism is passionate about our vision to form a special free school in West Cumbria which creates life changing opportunities for our students and this is reflected in our mission statement:

“To provide children and young people with autism in the Cumbria, the opportunity to reach their full potential in life by preparing them for adulthood, so they may lead fulfilled, happy and purposeful lives.”

Our values strongly underpin our vision, as they hold ‘**AUTISM**’ at the very core of the school; they ensure our students are always central to every decision we make and everything that we do:

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| A Ambition | <ul style="list-style-type: none">• For every student, every member of staff and for the school;• Believing each individual with autism has the opportunity to make a positive difference in this world;• Setting challenging goals for students, staff and the school to ensure continuous progress;• To offer a wide range of academic and ‘life-skills’ qualifications for our students, reflecting the differing needs of our diverse cohort. |
| U Understanding | <ul style="list-style-type: none">• Recognising everyone needs compassion, empathy and patience, promoting tolerance and acceptance. |
| T Tenacity | <ul style="list-style-type: none">• To be determined and resilient in character; we will expect this of our staff and develop this in our students. |
| I Inspiration | <ul style="list-style-type: none">• Being a positive and empowering school that encourages and celebrates success in all individuals and respectfully promotes autism in the wider community; |
| S Support | <ul style="list-style-type: none">• To be a ‘centre of excellence’ where knowledge and learning is disseminated throughout the locality, with satellites for learning and sharing knowledge, ultimately improving the lives of those with autism.• For our students, their families, our staff and our community;• Forging links with local schools, academies, colleges and organisations to share knowledge, resources and information with mutual benefit;• To work closely with our students to ensure all outcomes are in line with their aspirations for the future, whilst supporting their transitions into adulthood. |
| M Morality | <ul style="list-style-type: none">• Creating respectful, honest students with strong British values, to enable them to become respectable adults and good citizens. |

Our Students

Our students are the ultimate reason for CAA, they are the essential core of our school and consequently their needs are at the centre of all that we do. The school will cater for children and young people with a primary diagnosis of Autism and cognitive profiles which range from those with mild/moderate learning disabilities through to gifted and talented learners.

The majority of our students will be drawn from the Whitehaven/Workington/Cockermouth area of Cumbria which is the more populated region on the border of the boroughs of Copeland and Allerdale. CAA's designated catchment area is all of Copeland and Allerdale, and as such will draw students from the more rural areas to the north and south. Young people from other areas of Cumbria and further afield may be offered places if directed by the LA.

Our Curriculum



The curriculum at Cumbria Academy for Autism is designed to deliver improved life outcomes for children and young people with Autism and thus create 'life changing opportunity' as set out in our vision for the school. It will prepare students for adulthood by offering them a learning experience which explicitly teaches valuable life skills alongside core academic elements of learning.

We are proud of the broad and balanced curriculum that we propose. We will have a strong emphasis on Life Skills and preparation for Adulthood and life beyond education. We will provide pupils with academic and vocational skills suitable to their ability through individually tailored learning experiences. For more information about our academic, therapeutic and Life Skills curriculum please read the Pre-opening brief on our website.

The curriculum will have an academic focus but will be supplemented by high levels of intervention and therapy. It will be teacher led with significant input and guidance on the delivery of learning for each child from in-house professionals and therapists, who will continuously assess, monitor and evaluate the performance of every student ensuring that their Individual Education Plans (IEPs) reflect their individual requirements and are constantly relevant, effective and current.

Our Staff Team

Our aim is to recruit energetic and dedicated teachers, support staff, therapists and leaders to CAA's team. The governing body is well established and determined to recruit the highest standard of professionals to establish a strong, successful team who will improvements in outcomes for every individual student.

Our Facilities

Despite our size, relative to that of a mainstream setting, we are planning to have a wealth of provision available to our learners. Extensive learning facilities, combined with therapy areas and a multitude of engaging outdoor spaces will ensure we offer our students the very best learning environment. All areas of the school will be autism friendly spaces and will be designed to link fully with our curriculum model.



Our Governors

The Governing Body is accountable to CAA Trust Board. We are a Single Trust Academy and therefore not directly aligned with any other Academies or Free Schools. The main focus of our Governing Body is to support and work with our Headteacher and Senior Leadership Team. Our Governors are committed, knowledgeable and active in their support for the school.

Our Partnerships

To ensure the best opportunities for all our students we have strong relationships with a number of partner schools, both locally and nationally. We also work closely with West Cumbria Alternate Provision Hub and The University of Cumbria.

Our Website

Our website (www.cumbriaacademyforautism.co.uk) gives an insight into the life of the school and is used widely by parents and other stakeholders. Please have a look before making an application.

Our Location

CAA is located in the Lillyhall area of West Cumbria, just to the east of Workington. Access is via the A595, the main north-south route in West Cumbria. The school address is Branthwaite Road, Workington, CA14 4SS.

Key School facts and Statistics:

Type of School	Special Free School
Age range	4-19 years
Number of students	56
Number of teachers	12
Number of STA/HLTA	12
Pupil Premium Students	tbc
EHCP/Statemented Students	56
Students from ethnic minority groups	tbc
Exam results	tbc

PROFESSIONAL DEVELOPMENT AT CAA

CAA has a comprehensive professional development programme for all staff employed at the school. The core of our professional development is based on the National Autistic Society training programmes with basic autism awareness and safeguarding courses being essential for all staff and governors. Our range of professional development opportunities is aimed to support colleagues with their individual needs, meeting performance development targets and facilitating the success for all.

Time will be dedicated prior to opening and throughout the year for dedicated CPD. We will invite engaging and relevant guest speakers to the school as part of our highly engaging development days. Staff from other educational establishments will be invited as part of our quest to become a 'centre of excellence' for the teaching of autistic students.

Our work with The University of Cumbria will enable professionals to work towards accredited qualifications as part of our support for the professional and career development of our staff and leaders.

Joining the Team at CAA

Starting a new school is challenging for all staff, regardless of their position. At CAA we aim to make this a positive experience through a comprehensive induction and mentoring programme. All staff will be given a full induction covering key policies and procedures relevant to CAA with teaching staff being given an additional session focused on teaching and learning pedagogy specific to ensuring positive outcomes for autistic students. Staff will be encouraged to support each other with non-essential, but important, questions to enable our team to grow strong and flourish. Eventually we will introduce a mentoring scheme for new staff.



Initial Teacher Training and Newly Qualified Teachers

Working with The University of Cumbria we are looking to develop a comprehensive programme of Initial Teacher and PGCE Training to ensure all their trainee teachers gain experience and expertise in the teaching of autistic students. Student teachers may opt for a block placement with CAA for a period of weeks or for weekly sessions with a specific focus. Programmes developed in partnership with the university may be rolled out in other areas of Cumbria and Lancashire as part of our 'centre of excellence' model.

Newly qualified teachers will be enrolled on the Cumbria LA NQT programme which supports newly qualified to develop their professional skills. All NQTs will have opportunities to:

- Gain experience in a range of classroom and general school situations
- Develop a range of teaching strategies
- Gain experience in planning, teaching and evaluating lessons and schemes of learning
- Develop skills and understanding in classroom management techniques
- Gain the confidence and skills to establish a purposeful learning environment
- Observe other teachers
- Gain experience of school, department and pastoral organization
- Develop the ability to work positively with children and young people, colleagues and parents.