

## Vacancy: Teacher of English

Northern House School (Wokingham)

Date: May 2019

Northern  
House  
School



# Believe. Achieve. Succeed

Dear Applicant,

Thank you for your enquiry regarding the above position. This post is offered on a permanent contract on Teachers Terms and Conditions.

Our school is sponsored by Northern House School Academy Trust, a group of four schools and a Pupil Referral Unit who specialise in supporting children with Social, Emotional and Mental Health difficulties. Northern House School Academy Trust has a proud history of supporting all of its stakeholders, pupils and staff alike.

We are a small school where all pupils are well known and understood by our experienced staff and we are proud of our pastoral care which ensures our pupils are well supported

At this stage in our journey out of Special Measures, the school requires a committed, flexible, motivated and inspirational teacher seeking to advance their career and help overcome the many challenges that our pupils' face.

Applicants should ensure that all parts of the application form are completed, together with the supporting statement of no more than two sides of A4, in which you must demonstrate what you can bring to Northern House School (Wokingham) by referring to the Person Specification.

If you would like more information, or if you would like a tour of the school, please get in touch.

I look forward to receiving your completed application form and equal opportunities statement.

I hope you will be interested in taking your initial enquiries further and look forward to receiving your completed application.

Yours faithfully

Beverley Gates  
Head Teacher

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## **Northern House School (Wokingham)**

Our school motto is 'Believe, Achieve, Succeed' and nowhere can this be seen more than in our classrooms and the continued belief that this motto is for our staff and pupils alike.

We are blessed with children of many different age groups. Our school has an important role to play in the whole development of each individual student and is committed to equal opportunities for all.

Many of our pupils also have additional needs, often due to the co-morbidity of related medical conditions. Additional needs presented include Autistic Spectrum Disorder (ASD) including Asperger's Syndrome, Moderate Learning Difficulties (MLD), Specific Learning Difficulties (SpLD) including dyslexia and dyspraxia and Speech, Language and Communication Needs (SLCN). Some pupils have medical conditions such as Attention Deficit Hyperactivity Disorder (ADHD) requiring medication.

All pupils at Northern House School have an Education, Health and Care Plan (EHCP) and are admitted following close consultation with the referring local authorities.

Before attending our school, many pupils have experienced 'failure' in a conventional mainstream setting, often resulting in attainment below the national expectations and significant self-esteem and confidence issues. It is also common for our pupils to arrive with limited and underdeveloped skills due to missed opportunities and challenging behaviour acting as a barrier to learning. At Northern House School (Wokingham) we aim to build trusting relationships, enabling pupils to feel valued and to develop self-worth and raise self-esteem whilst supporting them to achieve in their learning in readiness for the next steps of their education or employment.

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## **Job Advert**

Northern House School (Wokingham) is a school that caters for, educates and nurtures children with Social, Emotional and Mental Health difficulties (SEMH). The school has a reputation for excellence.

The successful candidate will teach English throughout the school. We aim to deliver high quality, outstanding, teaching & learning across the school and the successful candidate will have a direct influence on this.

We are looking for:

- A teacher who is outstanding in their field of expertise (or has the potential to be so in the very near future)
- An individual with excellent oral and written communication skills, who will inspire and develop their areas of responsibility
- An experienced tutor who has an open, caring and supportive approach with pupils, parents and carers
- A knowledgeable and skilful professional able to effectively manage their own performance
- Someone who can direct and inspire the highest possible standards

## **Remuneration**

The salary for the post is offered on the Teachers Pay Scale and will depend upon experience/continuous service along with a SEN1 allowance increasing to SEN2 after appropriate time in service as per pay policy.

Teacher's pensions also provided.

## **Additional Benefits**

All staff have access to a range of other discretionary benefits.

All staff have access to an Employee Assistance Programme and a Discounted Shopping Scheme

In addition to this, all employees have the ability to opt in to the following:

- Employer paid Health Cash Plan, which provides money back on a range of wellbeing and health items, such as Dental Surgery, Opticians, Physiotherapy and Chiropractic.
- Teachers Laptop
- Various salary sacrifice schemes, including:
  - mobile phones
  - will writing
  - cancer screening

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## **The Application Process**

The closing date for applications is **12:00 noon 1<sup>st</sup> July 2019. However, all applications will be considered on receipt and interviews will follow, therefore an early application is highly recommended.**

### **Interview dates to be confirmed.**

Please visit our website and download the application form, along with the job pack and advert information <http://www.northernhouse.org.uk/vacancies>. Applicants are asked to provide a completed application form, detailing any gaps in employment), ensuring your other information in support of your application is of no more than two sides of A4, in which you must demonstrate what you can bring to Northern House School (Wokingham).

Once you have completed your application please email it to [Jobs@northernhouse.org.uk](mailto:Jobs@northernhouse.org.uk) **stating the Role and Wokingham in the subject line.**

Applicants must provide a minimum of two references, one which must be their current employer (or most recent permanent employer if not in permanent work). The reference must be of someone of a senior nature (normally the Head Teacher in the case of someone working in a school presently)

The school will evaluate your application based on the Person Specification provided.

Successful candidates will be called for interview. During the interview candidates will be required to bring with them a range of Identification, as required under Safer Recruitment and Right to Work. Proof of qualifications will also be required.

## **Further Information**

For a further discussion about the position or to have a tour of the school please contact Paula Whitehead ( Head teachers PA) Tel: 0118 9771293

Email: [ms.whitehead@northernhouseschool.co.uk](mailto:ms.whitehead@northernhouseschool.co.uk)

*Northern House School is committed to safeguarding and promoting the welfare of children and young people / vulnerable adults and expect all staff and volunteers to share this commitment.*

*All applicants will be subject to a rigorous, Enhanced Disclosure and Barring Service (DBS) check and all references obtained will be checked upon for authenticity and accuracy.*

*We are an Equal Opportunities employer and welcome applications from all members of the community.*

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## **Safeguarding**

Northern House School Academy Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment.

All applicants will be subject to a rigorous, Enhanced Disclosure and Barring Service (DBS) check and all references obtained will be checked for authenticity and accuracy.

We are an Equal Opportunities employer and welcome applications from all members of the community.

## **Information for Job Applicants - Safeguarding of Vulnerable Groups, including children**

**Please read this important information if the post for which you are applying is classed as Regulated Activity with regard to working or having contact with Vulnerable Groups, including Children.**

1. Exemption Orders to the Rehabilitation of Offenders Act 1974 permit us to ask you to tell us about all convictions or cautions on your application form. You are obliged to tell us.

2. Under the Disclosure & Barring Service Scheme, we will need to check that you are not barred from working or having contact with Vulnerable Groups, including Children (according to the post).

Currently we will discover this from an application by you for an Enhanced DBS check for Regulated Activity, which we will arrange for you.

3. As we have children under the age of 8 on site, we will also check that you have not been barred from working with young children due to the 'disqualification by association' legislation which is set out in the DFE's 'Keeping children safe in education' guidance

4. If you are already barred from working with either Children or Vulnerable Groups, we cannot by law employ you for this post, and you will commit an offence by making an application.

5. If you are not barred, a criminal record will not automatically bar you from employment, but you may be required to attend a meeting with the Chief Executive Officer to discuss the details of your record.

6. All information provided by you and the DBS Disclosure, will be kept secure and only made available to persons who need to view it for employment purposes. It will be destroyed after use. We will comply with the DBS Code of Conduct relating to storage and security of all Disclosure information.

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## Teacher of ENGLISH – Job Description

This job description may be amended at any time after discussion with you, but in any case will be reviewed annually.

### INTRODUCTION

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder.

The performance of all the duties and responsibilities shown below will be under the responsible direction of the Head Teacher; and the Head Teacher, or other Senior Manager as appropriate, will be mindful of his/her duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

This job description will be reviewed at least annually and any changes will be subject to consultation. The school's Grievance Procedure will be used to resolve any dispute arising out of the job description. Other relevant policies may be the County Council's Stress at Work Policy and the Dignity at Work Policy.

### GENERAL DUTIES/RESPONSIBILITIES

You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and conditions Document currently in operation, or any subsequent legislation.

To take appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitors and work colleagues in accordance with the requirements of legislation and locally-adopted policies; including taking responsibly for raising concerns with an appropriate manager.

To take appropriate responsibility for promoting and safeguarding the welfare of children and young persons for whom you are responsible, or with whom you come into contact.

### GENERAL DESCRIPTION OF THE POST

To be an effective professional who demonstrates thorough curriculum Knowledge, can teach and assess effectively, takes responsibility for Professional Development and has pupils who achieve well.

### CORE REQUIREMENTS OF THE POST

In fulfilling the requirement of the post, the teacher will demonstrate essential professional characteristics and in particular will:

- Inspire trust and confidence in pupils and colleagues
- Build team commitment with colleagues and in the classroom
- Engage and motivate pupils
- Demonstrate analytical thinking
- Improve the quality of pupil learning
- Be able to liaise with professionals in other agencies

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## PUPIL PROGRESS

Demonstrate appropriate consistent progress:

- For the majority of pupils
- Across all teaching areas
- Across all spectrums of background, ability and behaviour
- That compares favourably with pupils in similar settings
- Use performance data and incident data to evaluate pupils' progress and set appropriate targets for improvement
- Use assessment to inform planning and teaching

## PROFESSIONAL PRACTICE

- Maintain an up to date knowledge of good practice in teaching techniques
- To use positive physical intervention techniques as required
- Know subject(s) or specialism(s) to enable effective teaching
- Take account of wider strategies in all teaching curriculum developments
- Incorporate national strategies in all teaching curriculum developments
- Incorporate national strategies in all teaching
- Use knowledge of pupils' learning needs
- Communicate learning objectives
- Effectively use homework and other extra-curricular learning opportunities
- Understand and apply a range of teaching strategies
- Positively target and support individual learning and behavioural needs
- Maintain high levels of behaviour and discipline
- Make best use of all resources
- Undertake professional development to enhance teaching and pupils' learning and apply outcomes and identify impact, sharing outcomes with colleagues
- Take responsibility for professional learning

## CONTRIBUTE TO THE ETHOS AND PRIORITIES OF THE SCHOOL

- Contribute to school improvement and development planning and promote the learning priorities of the school SIP
- Contribute to the development and/or implementation of school policies
- Use the Performance Management Process to advance pupil learning and enhance professional practice in line with the school's aspirations and priorities
- Have lead responsibility for a subject or aspect of the whole school's work and develop plans which identify clear targets and success criteria for its development.
- Promote the wider aspirations and value of the school

This list of duties is not exhaustive. The post holder will be expected to adopt a flexible attitude to the duties which may have to be varied subject to the needs of the school and in keeping with the general profile of the post.

To Whom Responsible: The Head Teacher and Governors

Signed..... Head Teacher

Signed..... Teacher

Date.....

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## PERSON SPECIFICATION

Key Criteria	Essential	Desirable
<b>Professional Qualifications</b>	Relevant degree or equivalent qualifications.	
	Qualified Teacher Status	
<b>Experience</b>	Planning for and adapting teaching pupils with SEN, including the use of IEPs and Individual Behaviour Plans (IBPs)	Evidence of building links with parents, other schools and the wider community
	Experience of working with children with SEMH (can be in a mainstream environment)	Experience in providing pastoral care for pupils
		Experience of liaison with a wide range of outside agencies.
	Successful Teaching experience in key stages 3/4	
<b>Professional knowledge and skills</b>	Knowledge of safeguarding policies and procedures	
<b>Professional knowledge and skills</b>	Evidence of understanding and compliance of the National Standards for Teachers	Knowledge and experience of setting, monitoring and evaluating targets
	Knowledge and experience of developing a purposeful learning environment and using strategies to promote good behaviour	Knowledge of safeguarding policies and procedures
	Up to date subject knowledge of current curriculum developments	
	Respect for pupils' social, cultural, religious and ethnic backgrounds with an understanding of how these may affect their learning; and awareness of British Values and a need to keep pupils safe from radicalisation.	
<b>Competence summary</b>	Inspirational and creative teacher who ensures high achievement and development in their pupils	Willingness to teach across and the full age range of the school
	Excellent organisational and time management skills	Willingness to take an active role in all aspects of school life
	Good knowledge of ICT	
<b>Personal Skills</b>	Sense of humour	
	Committed to providing a high standard of education for all pupils	
	Enjoys working as part of a team	
<b>Professional Development</b>	Evidence of commitment to personal professional development	