

SEND Teacher

Closing Date: 30th June 2023
Early Applications encouraged.



Application Pack

Please note we DO NOT currently do VISA Sponsorships



Welcome

As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity, safeguards the wellbeing of our children and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

Marino Charalambous

Marino Charalambous
Chief Executive Officer



Our mission is to provide every child and young person with an enriching and inspiring educational experience.





Our Schools, Our Community

North Star Community Trust is an educational charity that manages a family of 4 academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will community.



Woodpecker Hall Academy – Edmonton

A four-form entry primary academy serving pupils from Nursery through to Year 6.

“We are a Trust that has a very strong community ethos. That is what connects the Headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities.”

Ms N Ross | Headteacher | Woodpecker Hall Academy
NSCT Leader of Primary Education



Kingfisher Hall Academy – Enfield

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“Being part of North Star Community Trust is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We’re all committed to that.”

Miss G Vincent | Headteacher | Kingfisher Hall Academy



Enfield Heights Academy – Enfield

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

“Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust.”

Mrs J Powrie | Headteacher | Enfield Heights Academy



Heron Hall Academy – Ponders End

TES Headteacher of the Year 2022

Finalists for the Pearson ‘Secondary School of the Year’ award 2021

A new and growing secondary school, serving pupils from Years 7 through to 11.

“Many of our students come from the Trust’s primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people.”

Mr A Barzey | Headteacher | Heron Hall Academy

North Star Community Trust

Staff Benefits Summary

This is a taxable employee benefit; however, the cost is met by the Trust. Our Scheme provides cover for routine healthcare such as optician checkups, dental treatment, physiotherapy, acupuncture and specialist consultations. This cover includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans. The North Star Wellbeing Scheme gives access to a virtual GP service, GP Anytime which is provided 24 /7, 365 days a year. In addition to tax-free cover for you, the North Star Wellbeing Scheme also covers your dependants up to the age of 18 years old. There is no extra cost to add child dependants. Our scheme also gives you the option of upgrading your level of cover or adding a partner at an additional cost.

Dental

Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

Optical

Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

Chiropody

Covers items such as gait analysis assessments and podiatry treatments.

Prescriptions

Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

Health & Wellbeing

Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

Health Screening

Cashback for a full health screen, or a Well Man, or Well Woman screen. This allowance is separate to the workplace screening programme we offer as a bolt-on.

Combined Physiotherapy

Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

Specialist Consultation and MRI Scans

Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

Dental Accident

Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

24/7 Counselling and Support Helpline

24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.

Employee Assistance Programme

Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

Fitness and Exercise

Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

Online Health Assessment and Personal Coaching

Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

GP Anytime including Private Prescriptions

GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

PERKS

Members have access to Health Shield PERKS, a website with a large range of discounted retail products and services, offers on travel, cash back on purchases and much more. Discounts for the brands you love, all year round. Unlike voucher and flash sale sites, you'll always get great deals from brands like Apple, M&S, Virgin Media, GAP & more!

Advice Services

Our Employee Assistance Programme offers free and confidential advice which is available 24hrs, 7 days a week to you and your immediate family. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. The service covers, but is not limited to, Family Issues, Financial Information, Legal Information, Stress & Anxiety and Bereavement.

Pension Schemes

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers) - both schemes include 3 x salary life assurance cover whilst you remain in service. You don't pay tax or national insurance on your contributions and North Star Community Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

Holiday Entitlement

Our support staff on 52 weeks a year contracts benefit from a holiday allowance of a minimum of 24 days. This entitlement is in addition to any Bank or Public holidays. Teaching staff and term time only support staff receive the standard school holiday allowance.

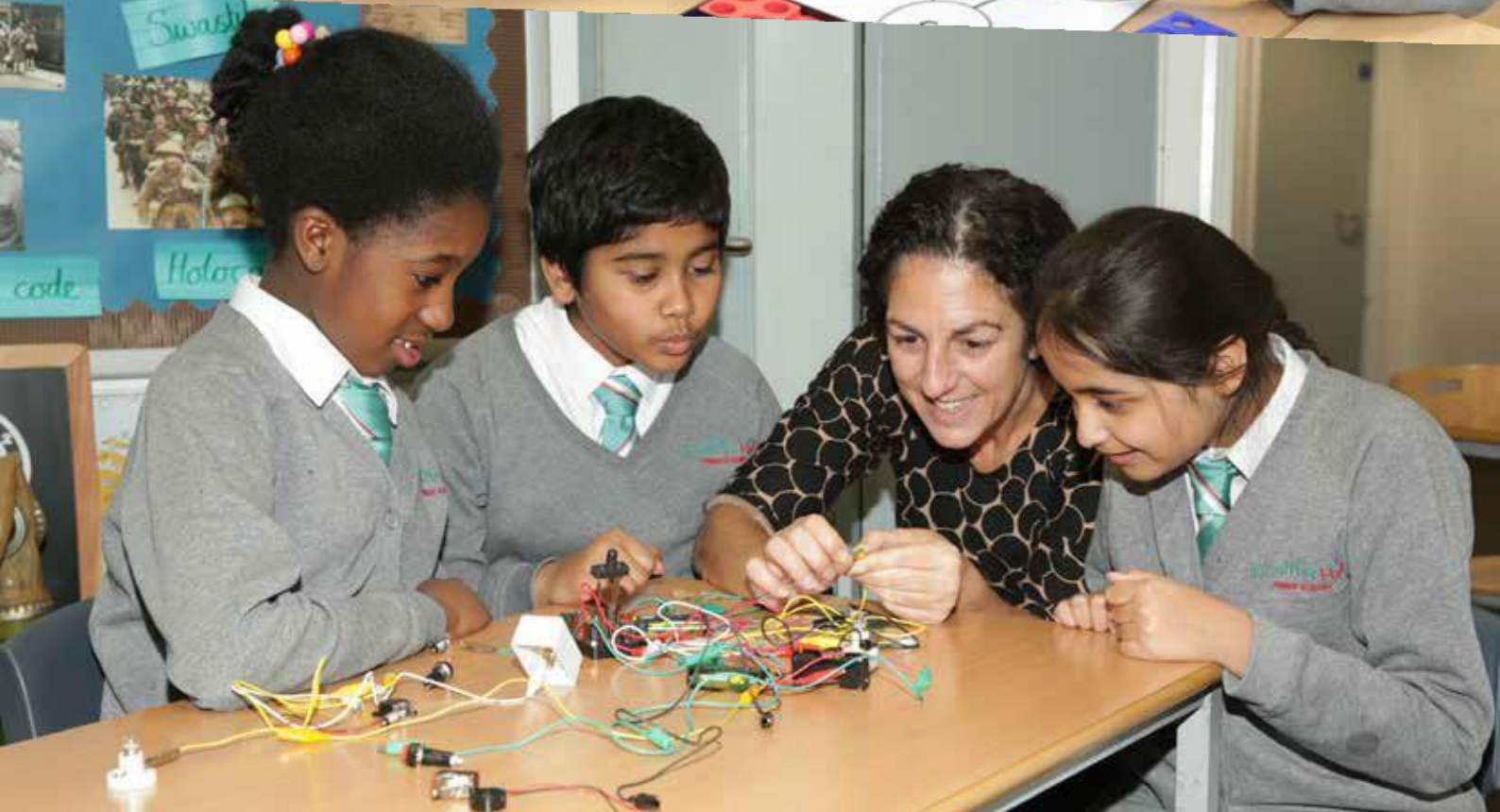
Training and Development

North Star Community Trust believes in training and developing people to achieve their potential. Whatever your aspirations, our training provision offers a range of courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL) and apprenticeship opportunities (in disciplines including IT, HR, Business Administration). North Star Community Trust have formed a partnership with The Skills Network, one of the most successful providers of online learning. As part of the partnership several FREE courses are available including: Childcare, education, enhancing skills, digital and wellbeing.

Continued professional development and opportunities across the Trust, including Masters Degrees through our partnership with Warwick University.

Affordable Accommodation

Access to affordable North Star key worker accommodation from £550 per month all-inclusive of rent, utilities, internet access and maintenance.





Stronger Together

We look forward to receiving your application, and hopefully be part of our wonderful team at North Star Community Trust.



Job Description

Job Title	SEND Teacher
Reports to	Headteacher
Location	Woodpecker Hall Academy
Hours	Part time or Full Time – 36 hours per week, 52 weeks per year.
Contract Type	Permanent.
Salary	M1 - UPS 3 (£32,407.00- £48,054.30) + SEN Allowance £2,500 +NSCT allowance £2,600 gross per annum.

Duties and Responsibilities:

Purpose of the Role:

The SEND teacher will be working as part of the SEND team. They will work in conjunction with other staff in the academy to ensure that the needs of children with Special Educational Needs and Disabilities (SEND) are met. The focus of their role is to ensure that children with additional needs receive high quality provision and make good progress.

The SEND teacher has a key role in helping to develop and improve teachers' ability to provide high quality learning opportunities that meet the needs of SEND children in their classroom and ensure SEND children make progress.

As well as providing support to teachers, the SEND teacher will have responsibility for teaching a small group of SEND children every morning. They will be supported by SEND TAs and will deliver a bespoke curriculum that meets the need of the group of children.

The SEND teacher will work with the SENDco and SEND team to develop and implement a personalised curriculum for all children in the school with a special educational need. This personalised curriculum will help meet the needs of children with learning and behavioural difficulties, enabling them to realise their potential. The personalised curriculum will help children with physical disabilities to access the full curriculum. The SEND teacher will work with the child's class teachers to ensure planning for the child's learning and development is based on accurate and regular observations of the stage of development.

In working towards this the SEND teacher will support the SENDco and team in:

- ensuring staff promote high expectations for children.
- enabling all children to reach their targets and have high aspirations.
- improving the quality of education for SEND pupils.
- tracking SEND pupils' progress.
- developing partnership working with parents and outside agencies.
- consulting with stakeholders about SEN provision.
- monitoring the progress of individuals and groups of learners using agreed assessment and

tracking methods and recommend strategies to remedy difficulties encountered.

- working with the SLT to ensure the inclusion of children within the curriculum and the wider life of the school.
- modelling good practice to support the development of teacher and teaching assistants.
- maintaining a thorough understanding of educational developments that include current key educational developments and legislation.
- supporting staff in writing and reviewing effective Learning Support Plans.

Leading and Managing Staff

Working with the Headteacher, the SEND teacher will lead, motivate, support, challenge and develop staff through:

- Giving a high priority to inclusion and demonstrating the importance of ensuring provision for all individuals and groups of children and young people.
- Supporting with in-house training relating to SEND.
- Developing and supporting staff through team teaching, observation and planning support.
- Liaising with local authority representatives and outside agencies and supporting their work with other staff in the Academy.
- Provide effective feedback to staff as part of whole school monitoring to ensure continuous improvement to the overall quality of teaching & learning for SEND.

General

- Undertake any other appropriate tasks as requested by the Headteacher.
- To take an active role in the organisation of events beyond the school day and demonstrate a strong and active commitment towards participating in the overall life of the school and to be a positive role model in the community.
- Create and maintain positive and supportive relationships with staff, parents and governors.
- Engage with appropriate training opportunities to promote professional effectiveness in this role.
- Take responsibility for the implementation of Child Protection Procedures and Safeguarding.

Accountability

The SEND Teacher will support the SENDco and the Headteacher in being accountable to governors for the progress of children with SEND within the Academy, including:

- providing information as part of the Headteacher's report for the governing body and report to the governor responsible for SEND.
- tracking the transition across the levels of SEND.
- making every effort to fulfil objectives set as part of the performance management cycle.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed as necessary and may be subject to modification and amendment at any time after consultation with the holder of the post.

You must be prepared to undertake any other duties as reasonably required by the Headteacher.

Person Specification: SEND Teacher

Qualifications and other required experience and skills	Essential	Desirable
Qualifications:		
Qualified Teacher status	x	
Good honours degree or equivalent	x	
Satisfactory enhanced DBS	x	
Evidence of ongoing Safeguarding training	x	
Evidence of commitment to further professional development within SEND	x	
Experience A wealth of experience and consistently successful track record of:		
Teaching in the Primary Stage	x	
Excellent classroom practice in providing outstanding education for SEND children	x	
Experience of working with SEND children outside the classroom		x
Experience of working alongside a SENDco	x	
Participating within a team to develop SEND practice		x
Writing and reviewing high quality learning support plans	x	
Working with a range of statemented pupils and their families		x
Working with a range of outside agencies		x
Working well with parents	x	
Supporting others to improve their teaching		x
Knowledge and Understanding of:		
Barriers to learning for groups of pupils and strategies to overcome these	x	
Effective strategies to narrow and close the attainment gap for pupils	x	
Assessment of learning and assessment for learning	x	
Current changes and reforms happening in SEND	x	
A wide range of teaching & learning strategies and methods	x	
Quality first teaching for all children	x	
Purposeful learning environments appropriate for children with SEND	x	
Skills & Abilities:		
Validated quality of teaching to be good and outstanding	x	
Highly skilled in planning and teaching SEND pupils	x	
Proven ability to establish and maintain collaborative working with a wide range of other professionals, as part of the delivery of multi-agency support services		x
Proven ability to prioritise and organise	x	

Effective communication skills	x	
Proven ability to identify and support own training needs and those of others		x
Personal Characteristics:		
Innovative, Honesty and integrity, Determined and resilient, Positive and enthusiastic, Resourceful and systematic Empathetic	x	
Aims and Values:		
A clear educational philosophy that accords with the aims and values of the school	x	
Commitment to and awareness of Equal opportunities issues:		
Proven ability to demonstrate awareness of the principles of and commitment to the promotion of equality of access and opportunity for both staff and children, to overcoming obstacles/barriers to this and to reviewing practices which are counter to it	x	
Commitment to and the promotion of Health & Safety at work:		
Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment for pupils	x	
Proven ability to develop strategies for risk assessment and to evaluate risk to oneself and to others and to take appropriate action	x	

Next Steps

To apply please visit TES via the green quick apply button shown on the advert. You can view the roles available at the school and apply via the TES by clicking on the link here:

<https://www.tes.com/jobs/vacancy/send-teacher-enfield-1871550>.

Closing date for applications is 30th June 2023.

Interviews: TBC

We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.

In line with KCSIE updates, an online search will be conducted as part of our due diligence checks on shortlisted candidates.



North Star Community Trust
Harmony House,
Cuckoo Hall Lane
London N9 8DR

T 020 8804 4126 E info@northstartrust.org.uk
www.northstartrust.org.uk

*Registered Office: North Star Community Trust, Cuckoo
Hall Lane, London N9 8DR. Registered in England & Wales.
Company Number: 7355559*