

## **The Dorcan Academy Learning Support Teacher – Specialist provision (Primary experience essential)**



Closing date: Monday 7 March 2022 at 12 noon

Pay Scale: MPS + UPS if applicable

Start Date: September 2022

Permanent Contract available

Not suitable for NQTs

Would you like to join us on our journey to become an **outstanding** school of **first choice** at the heart of our local community? Do you **care** enough to want to make a **significant** difference to the lives of our amazing students? We are looking for a creative and committed Learning Support **teacher** who is a fully qualified and experienced primary school teacher with specialist qualifications and/or experience in teaching students with a range of additional needs.

The successful candidate will join our dynamic SEND team with responsibility for teaching children with both literacy and numeracy difficulties in a small group setting as they transition from primary school, enabling them to be secondary ready so that they can access and flourish within the mainstream curriculum. The role will include teaching students in our Nest provision – a base for our nurture group of students with specific learning difficulties - and ensuring an appropriate and bespoke curriculum is in place to meet their needs, including participation in some mainstream lessons such as the arts and/or technologies. Experience of SpLD teaching will be a distinct advantage. There is currently an outstanding HLTA who teaches students within The Nest and supports students in lessons, however, with more students with SEND choosing Dorcan as their first-choice school we need a trained teacher with expertise in this area to create greater capacity.

We are fortunate to have an experienced SENCO leading the faculty and staff at all levels are committed to ensuring that SEND students across the school achieve well and make good progress. We had an extremely positive SEND review in 2019 undertaken by the DfE highlighting many strengths, however, we are keen to improve even further; this year we are focusing upon ensuring that teachers differentiate effectively for students in lessons enabling SEND students to thrive and be successful in class. We have already provided up to date high quality training for staff and are looking to develop this over the next year and beyond; there is an exciting opportunity for the successful candidate to be able to contribute to this and make a real difference to the lives of our most vulnerable students. The Dorcan Academy is committed to and has a track record of providing excellent CPD opportunities to staff.

The Learning Support Faculty is an integral part of the academy, housed in its own area, with flexible teaching spaces, offices and a sensory room.

We are a rapidly improving school, as recognised by Ofsted in November 2018, with good leadership and management and an excellent behaviour policy. In our school students are ready to learn and 'low level disruption is rare'. We pride ourselves on being an 'academy of opportunity' for all with excellent relationships between staff and students. As a member of

staff you will be highly valued and will be supported to flourish within the SEND Faculty as well as the academy as a whole.

Although our examination results are improving year on year, we still have a way to go to achieve our ambitious targets. Every member of staff receives bespoke support and development through our in-house coaching programme as well as additional professional development opportunities to promote further progress and career enhancement. We are committed to challenging, supporting and developing staff and students to 'Aspire to Greatness' so that we become the best that we can be. In a recent survey 100% of staff said they were proud to be a member of staff at The Dorcan Academy with 96% stating that they enjoy working here. 96% said that they support the vision of the academy.

Although we don't boast a shiny new building, we do have excellent facilities, with a supportive, friendly school culture and ethos which is often commented upon by visitors.

To find out more about the SEND Faculty and the school vision please visit the academy website.

### **We will offer you:**

- ◆ A supportive and bespoke staff induction programme
- ◆ High quality professional development, including an additional £1000 Bursary to support your CPD if you are an Early Careers teacher (Years 2 – 4)
- ◆ Additional non-contact time if you are an Early careers teacher or NQT
- ◆ Unrivalled support from the leadership team
- ◆ Excellent specialist facilities and resources
- ◆ Committed staff who 'go the extra mile'
- ◆ Motivated, enthusiastic students who are ready and eager to learn
- ◆ Cycle to work scheme

The Dorcan Academy is an 11-16 academy situated on the eastern edge of Swindon with a comprehensive, challenging and enriching curriculum and a wide range of extra-curricular opportunities.

**Our vision** is to be an outstanding school of first choice at the heart of our local community. We aim to do this through our:

- 1) **Culture** - An inclusive school where everyone is valued, cared for and nurtured in an extraordinary way.
- 2) **Curriculum** - Students acquire 'powerful knowledge' and skills that prepare them fully for the world work and their wellbeing, delivered through outstanding teaching
- 3) **Character** - Students stand out as model citizens, showing kindness, respect and doing their best
- 4) **Community** - All stakeholders use their unique gifts and talents to serve others and enable them to flourish

At The Dorcan Academy **our ethos** is underpinned by the five principles of: **Belonging, Purpose, Aspiration, Perseverance** and **Achievement** and seek to develop in our students the character virtues of Honesty, Integrity, Compassion, Courage, Generosity, Gratitude, Personal Responsibility, Resilience and Self-Discipline.

Further information about the position and department can be found on the school website [www.dorcan.co.uk](http://www.dorcan.co.uk).

The Dorcan Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

To apply for the post, please complete The Dorcan Academy application form and email to [head@dorcan.co.uk](mailto:head@dorcan.co.uk) by the closing date.

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