



INFORMATION FOR PROSEPECTIVE STAFF





Lucia Santi, Head of School

WHY WORK FOR US

We opened as a new school in September 2018 in temporary accommodation and we are due to move to our newly refurbished site near Turnpike Lane in September 2019. We have been established as the only all through autism school in Haringey to meet the ever-increasing demand for high quality special school places. Our intake is diverse and is a reflection of the community that we serve. Our aspirations for this community are high and we want our students to have access to the very best education and facilitates which meet their needs. We have already received Autism Accreditation for our practice and we have aspirations to become a centre of excellence in autism within the borough and across north London. We are proud to be an outward facing school and we work in partnership with other schools and research bodies to continually develop and extend our practice.

The Grove strives to be a successful school. In its short time we have already established a warm supportive workforce, staff are friendly and collaborative, proud to work here and enjoy coming to school each day. What makes our school really special is the collective belief in our vision, ethos and values – this is woven through everything we do at school and places our students at the heart of everything, and this is always our starting point.

We are committed to ensure leadership of the school is the best it can be. Our staff are our greatest asset and we work hard to ensure they are valued, happy and developed to the highest of levels.

We think we have developed a really creative curriculum that has been written around the needs of our students and that aims to truly address the complete child and build a combination of academic skills and those vital skills for life.

CONTINUING PROFESSIONAL DEVELOPMENT

Continuing professional development is a top priority at The Grove. As part of a Trust organisation, we are able to draw on some of the benefits available through our partner school, such as, access to the Improving Teaching Program, Outstanding Teacher Program and the National Qualifications for Middle, Senior leaders and Headteachers. We also encourage staff to develop their own practice through Individualised coaching programs.

In addition, we provide an annual in-house training programme for all staff, which aims to develop and enhance specialist skills in autism practice and in current education thinking and practice so that we can provide our youngsters with the highest quality staff.

INITIAL TEACHER TRAINING

At The Grove we are passionate about training teachers. We offer a full support package to trainees which focuses on high-quality mentoring and in-school training. We have experience of successfully supporting teachers through a range of programs working with partners such as School's Direct and the Institute of Education.

WHY WORK HERE?

The Academy Trust offers its entire staff a range of benefits including:

Appraisal

The opportunity to achieve enhanced increments for outstanding achievement and progress in lessons. We do not grade lessons; rather look holistically at a range of evidence to appraise staff.

Employee Assistant programme

Free confidential information, support, counselling and advice – 24 hours a day.

Cycle to Work scheme

Loan a bike and safety

equipment as a tax-free benefit – saving on tax and NI.

Computer scheme

IT equipment – saving on tax and NI.

Childcare vouchers

Employees are exempt from paying tax and NI. You could save up to £100 per month.

Eye care vouchers

Employees using a VDU can apply for a free eye examination.

Employer pension contribution

Teachers' Pension scheme (Teachers).

Local Government Pension scheme (Support staff).

Season ticket loan

Employees are entitled to apply for an annual, interest-free season ticket loan for travel.

Health and Wellbeing Weeks

Access to a range of benefits including free flu jabs, exercise classes and special events during the week.

Private Health Care Plan

We offer the Level One Bupa Cash plan to all employees.

ETHOS & BEHAVIOUR

The Grove has a strong and powerful ethos.

There are three key messages that permeate through our school and drives everything we do. We aim to **Inspire Excellence** for all, **Challenge the Potential** that everyone has to achieve the best they can and **Empower** that **Learning** through our school community so all stakeholders are equipped with the skills and knowledge to achieve their aspirations.

Our vision and school culture is important to us and we revisit this frequently with stakeholders to ensure there is commitment and consistency in our approach to achieving this.

We believe a strong ethos and high moral values are the key to good progress and outcomes for our school community. These are captured in the Trust's **SEARCH** for Success ethos where we recognize a set of values which include; **Support, Empathy, Acceptance, Resilience, Compassion and Honesty.**

Visitors to the school regularly comment on the calm, happy and purposeful atmosphere around the school, something we pride ourselves on.

PLAN ON A PAGE

The Grove – 3 Year School Improvement Plan on a Page 2018–2021		
Priority 1: to achieve at least a good Ofsted rating at first inspection	2. To ensure the highest standards in personal development, behaviour and welfare for students	3. To ensure a broad curriculum for students supported by high quality teaching and learning
<p>1.1 Ensure a high quality curriculum that inspires learning and is tailored to meet all student’s needs;</p> <p>Ensure the Post 16 curriculum provides high quality work experience and draws on extensive links with the community.</p> <p>Provide a comprehensive life skills curriculum that builds on functional and independent skills tailored to individuals and is tracked systematically from individual’s starting points.</p> <p>Embed the SCERTS programme across the school and ensure high quality, on-going training for staff.</p> <p>Ensure high quality enrichment programme through a school’s extended day service which meets needs locally.</p> <p>Ensure opportunities to develop reading, writing and maths are explicit throughout the curriculum.</p> <p>1.2 To ensure high quality teaching and robust assessment systems facilitate outstanding learning and progress for students;</p> <p>Develop a whole school consistency around language and communication.</p> <p>Ensure a school wide approach to autism teaching strategies which is evidence based and supported by research.</p> <p>Ensure there is a strong CPD programme which promotes a school wide culture to shared good practice.</p> <p>Embed an evidence based assessment approach that demonstrates individual progress as measured from baseline at entry and year on year, informs planning and interventions and demonstrates progress matched to EHCP outcomes.</p> <p>Ensure planning and teaching is motivating and ‘hooks’ student engagement, taking account of academic progression & personal skills</p> <p>1.3 Leadership and management is highly effective at all levels;</p> <p>Embed the school’s culture and ethos to ensure a consistent approach where every stakeholder understands their contribution.</p> <p>Ensure there is rigorous self evaluation supported through external validation processes.</p> <p>Ensure a cycle of monitoring, review and evaluation supports leaders and governors to challenge and support the work of the school.</p> <p>1.4 Ensure there are robust systems and procedures in place to promote safety and wellbeing within the Grove community;</p> <p>Embed all safeguarding practices through a relentless approach to training and information sharing and ensure robust systems are in place to monitor and review its success.</p> <p>Ensure effective training and support for behaviour is implemented and understood consistently through the school and amongst stakeholders and that review cycles are robust and inform practice.</p> <p>Ensure the promotion of health and wellbeing is intrinsic to the school wide curriculum and practice for all stakeholders.</p>	<p>2.1 Ensure an integrated multi-agency approach is fully implemented to enable high quality outcomes for learners;</p> <p>Develop a multi-agency approach to safeguarding student progress and well-being.</p> <p>Ensure the recruitment of a high quality multi-disciplinary team.</p> <p>2.2 To provide a high quality outreach service which supports autism practice across the borough;</p> <p>Develop a high quality outreach team.</p> <p>Embed annual training calendar to be extended across the borough for professionals.</p> <p>Create a tiered outreach service to meet the needs of stakeholders across the borough and beyond.</p> <p>2.3 To develop a range of partnerships for both research and current thinking to inform and strengthen practice in the school;</p> <p>Foster partnerships with outside agencies who specialise in autism research and practice.</p> <p>Provide opportunities for staff to run school wide studies as part of further study in education and autism.</p> <p>2.4 To provide high quality training and support for all staff, parents & stakeholders including borough wide;</p> <p>Develop a comprehensive family support team which links to multi-agency working.</p> <p>Develop a central support network hub for parents within Haringey.</p> <p>Embed high quality training and support services for all stakeholders to support young people with autism.</p>	<p>3.1 Ensure new school site provides a high quality environment which facilitates and supports the highest outcomes for its students;</p> <p>Ensure high quality teaching spaces and outside spaces reflect the wide ranging needs of learners.</p> <p>Ensure high quality furniture and equipment reflects the requirements and needs of the learners and curriculum.</p> <p>Ensure IT resources meets requirements of students and the curriculum.</p> <p>3.2 Ensure high quality staff team;</p> <p>Implement recruitment strategy to plan for year on year increase of staff remains high quality.</p> <p>Ensure clear opportunities for progression to enable the retention of high quality staff.</p> <p>3.3 To ensure a successful approach to marketing which places the school firmly within the local community and beyond;</p> <p>Ensure the school website and social media platforms reach all stakeholders and provides effective information and is readily accessible for all.</p> <p>Ensure accurate and clear information is readily available for new families, and an effective programme for a range of transitions both into school and for moving on.</p>

**NURTURING
SUCCESS THROUGH
LIFE FOR YOUNG
PEOPLE WITH
AUTISM**





APPLICATION PROCESS

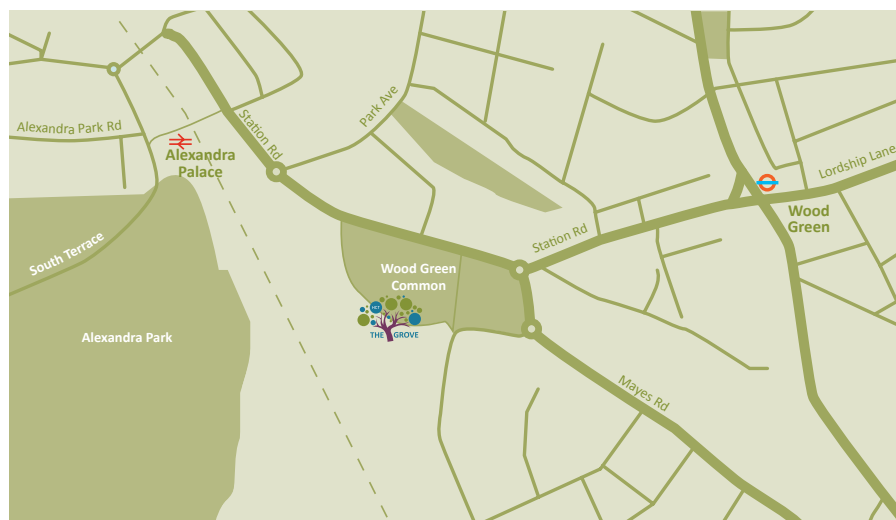
Applicants are requested to read the information carefully, especially the job description and person specification. Please ensure your application satisfies all the criteria in the person specification and you display evidence of this. Please specify the role that you are applying for, and also ensure that you have a covering letter addressed to the Executive Headteacher, Ms Santi, as part of your application. Please ensure you have completed the reference section with TWO referees. Please note that: The first referee should normally be your present

or most recent Headteacher or equivalent person. If you are not currently working with children, please provide a referee from your most recent employment involving children. Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is 'time expired' and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people

writing solely in the capacity of friends.
Once you have completed your application please print, sign and return either by post to:
 Lorraine Bellot
 The Grove
 c/o Heartlands High School
 Station Road, Wood Green
 London, N22 7ST
Or email to:
 office@thegroveschool.co.uk
 If you have any questions please contact Lorraine:
 lorraine.bellot@thegroveschool.co.uk
 T 020 8826 1230



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