

Alderwasley Hall School
Appointment of
Teacher
September 2021



Dear applicant,

Firstly, may I take this opportunity to thank you for your interest in our school and in joining our teaching team. I am sure that you'll find the information in this pack interesting and I hope that it answers many of the questions you may have about the post. Our website www.senadgroup.com/alderwasley/ contains lots of useful information as well as a video to give you an understanding of what we do.

Alderwasley Hall School is the largest school of its kind in the United Kingdom with around 100 students on roll and I am endlessly proud to be the Headteacher here. We are a warm, quiet and welcoming school that values the contribution of every young person whatever level this may be at. Our overarching ethos is to support and challenge young people to fulfil their potential in all areas of their life in order that they may become valued members of society in adulthood. Our Leaver Destinations are exceptional and these come as a result of the outstanding contribution to learning made by each of our three disciplines (Education, Therapy and Care) every day.

Our school is on the cusp of becoming an Outstanding provision and every team member has committed to supporting our development. We are looking to recruit an exciting, motivated and exceptional teacher to join us and you may well be that person. You can't learn everything about a school in an Application Pack, so why not come and visit us to get a real sense of who we are?

I would like to thank you again for your interest in the post and I look forward to receiving your application.

Yours sincerely

Sara Forsyth

Headteacher

ADVERT

Main Scale Teachers

Salary – Main Scale up to M6– dependent on experience PLUS an additional SEN point

- 1 Full Time Permanent Position commencing September 2021
- 2 Full time 1 Year fixed term contracts commencing September 2021

Due to an increase in the student population forecast for the remainder of the academic year, we have a rare opportunity to join one of the country's largest Special Schools for young people with a diagnosis of Autism, Asperger's Syndrome and Speech and Language Disorders. The split site school is located in the Derbyshire countryside.

The School's most recent integrated OFSTED inspection in July 2018 graded the school as Outstanding for the Effectiveness of Leadership and Management and Personal Development, Behaviour and Welfare with Good for Overall Effectiveness. The residential element of the school is also graded as Good with Outstanding features by OFSTED. External Challenge Partner Reviews in 2019 and 2020 graded the overall education provision at their top grade of *Leading* in all categories. As a school, we are firmly on the cusp of becoming an Outstanding provider.

We are looking to increase our teaching capacity with the appointment of suitably qualified and experienced teachers from September 2021. We would welcome candidates who are NQTs/ECTs for the permanent position in particular. We demand high expectations in all we do; flexibility, integrity, hard work, resilience and a deep desire to educate young people. In return you will receive fantastic support and training, incredible career development opportunities, and an impressive team working approach to education to make a real difference each day to the lives of some very unique individuals. As a general principle, we hold equal value with subject specialism and the character of the applicant as we appreciate that teaching is demanding in any school, and this is no different in our school. We offer a broad curriculum and therefore cater for a wide variety of teaching specialisms within school. The school prides itself on a flexible and innovative curriculum which, in terms of staffing, means we can recruit from a wide variety of backgrounds and phases. We have a history of recruiting high quality teachers from the mainstream or SEND sector.

Full Time Permanent Position: We are looking for a suitably trained colleague who can teach across the breadth of the Key Stage 3 or 4 curriculum. A specific subject specialism(s) can also be accommodated and would be welcomed. There would be a pastoral element to this role too. This role is open to fully qualified teachers and may be suitable for NQTs/ECTs or experienced colleagues. A breadth of experiences within SEND or mainstream schools would be favourable.

Fixed Term Positions: We are looking for colleagues who have the experience or potential to teach a range of subjects to our students. The ability to offer one or more subjects to GCSE or BTEC level 2 to our older students would be favourable. Alternatively, someone who could offer a breadth of subjects across Key Stage 3/4 with or without a specific subject specialism could be accommodated. We could also consider a primary trained colleague who could deliver to our youngest students within our onsite Primary provision. There would be a pastoral element to both these roles. The roles are open to fully qualified teachers and may be suitable for NQTs/ECTs or experienced colleagues. A breadth of experiences within SEND or mainstream schools would be favourable.

We have a strong focus on developing strategies to effectively teach our young people. With the vast

array of needs to cater for, a high focus on Teaching and Learning Strategies, Therapeutic support, and Research Informed Practice is delivered through a comprehensive CPD programme.

The successful candidate will work within a small but experienced teaching staff team, supported by a large and dedicated LSW (Learning Support Worker) team. There will also be an expectation to work alongside a team of dedicated and highly specialised Speech and Language and Occupational Therapists. This whole team approach is key to our excellent provision.

If you are an enthusiastic and inspirational teacher and you want to make a significant difference to the lives of young people then we would like to hear from you.

For an informal discussion about the role please contact Paul Burrows, Deputy Headteacher on 01629 822586, or paul.burrows@senadgroup.com.

Please visit www.senadgroup.com/careers for more details and to complete an online application. Please contact Sharon Harrison on 01629 821410 for information by post.

Application Timelines

Informal discussions regarding the school and the role (via Microsoft Teams)	Please contact Paul Burrows as above
Closing Date for all applications	Friday 14 th May 2021 12pm prompt
Shortlisting of applicants	Friday 14 th May 2021
Interview Date	Wednesday 19 th May 2021

The SENAD Group is dedicated to equality of opportunity in all areas of work, education and care. We are also committed to safeguarding those in our care – all successful candidates will be required to apply for an enhanced DBS check and will be subject to thorough background checks.

The School is committed to Safer Recruitment Practice.

Job Description

JOB TITLE:	Classroom Teacher
SALARY:	Dependent Upon Experience
MAIN LOCATION:	Alderwasley Hall School Upper or Lower Site (tbc)
RESPONSIBLE TO:	Deputy Headteacher

Job Purpose:

Work with the Deputy Headteacher to provide outstanding teaching for the subjects on timetable ensuring high quality education for all its students and improved standards of learning and achievement.

You are required to carry out the duties of a school teacher as set out in paragraphs 64 to 67 (inclusive) of the *School Teachers' Pay and Conditions Document 2005*.

You are required to carry out such professional duties which form part of paragraph 60 of *School Teachers' Pay and Conditions Document* which the Head Teacher may reasonably ask you to undertake.

In addition you are required to undertake the following responsibilities, which may, or may not, be included above:

Teaching and Learning:

1. Monitor and evaluate student achievement, attainment and progress in your class groups
2. Follow the role models of subject and faculty leaders, achieving high standards of student attainment, behaviour and motivation through effective teaching
3. Take an active role in the implementation of curricular initiatives
4. To take part in monitoring exercises of the quality of Teaching and Learning in line with school policy (to include TLOs, student work scrutiny and monitoring of all paperwork associated with your area of teaching)
5. To ensure coverage and progression and a range of learning experiences are provided in your area of responsibility under the guidance of your subject and faculty leaders
6. Attend to all areas of daily management of your area of responsibility, including attending all relevant meetings
7. Ensure staff within your team share the aims of the school in promoting a high quality learning experience in every session
8. Keep abreast of government legislation and guidance

Leading and Managing Staff:

1. Act as a positive role model to staff within your team and the wider school, maintaining high professional standards and high levels of care
2. Monitor the day to day well-being of staff within your team
3. Maintain effective communication systems with other disciplines within the school (Residential and Therapy)

Leadership Role:

1. Proactively work within the safeguarding procedures of the school
2. Maintain and share the core values of the school and ensure their practical expression
3. Support the SLMT in the review and implementation of whole school policies as required
4. Establish and maintain positive relationships with all disciplines across the school
5. Liaise with all stakeholders as necessary
6. Actively promote the aims and ethos of the school
7. Attend and participate in Parent Consultation Events
8. Continually seek to develop links with external agencies
9. Be familiar and keep up to date with the National Standards for teachers, ensuring that you consistently meet all of these standards
10. Work within the spirit and intentions of the Equal Opportunities and Equality, Diversity & Inclusion policies and procedures and report any concerns to your line manager immediately
11. Take responsibility for all Health and Safety requirements relating to your work
12. Proactively engage with and support the ethos of British Values and PSHE work within the school

Resource Management:

1. Maintain efficient and effective management and organisation of the accommodation and resources of the subject
2. Take a measure of responsibility for the environments in your teaching rooms
3. Ensure the maintenance of a structured environment for effective Teaching and Learning for positive behaviour and discipline and for students' Spiritual, Moral, Social and Cultural development

Recording and Assessment:

1. Ensure planning is effectively carried out and ensure individual needs are met
2. Ensure the consistent raising of achievement for students within your area of responsibility
3. To ensure accurate records of staff, students and all those records required by the OFSTED are continually maintained
4. Ensure attendance records are subsequent actions are up to date and effective

Signed (Teacher) Date

Signed (Headteacher) Date

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Person Specification

JOB TITLE: Classroom Teacher

MAIN LOCATION: Alderwasley Hall School Upper and Lower Sites

RESPONSIBLE TO: Deputy Headteacher

Alderwasley Hall School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This specification is intended to assist both candidates and interviewers in the appointment process. It highlights the particular qualities and expectations for all classroom teachers. Applicants should be able to demonstrate a good experience of the following areas relevant to the school and of their implications to our school.

Section 1: Professional Knowledge, Experience, Qualifications and Abilities

	Essential	Desirable	Source A – Application I – Interview R - Reference
Experience of current curriculum, teaching, learning and assessment issues	X		AIR
Experience of strategies for raising achievement	X		AI
Experience of the principles of effective teaching and Assessment For Learning	X		AI
Experience of strategies for ensuring inclusion, diversity and access		X	IR
Experience of the use of a range of evidence to support, monitor, evaluate and improve progress		X	AIR
Experience of strategies which encourage parents and carers to support their child's learning		X	AIR
Relevant teaching qualification	X		A
Degree	X		A
Some proven success as an outstanding "classroom practitioner"	X		IR
Enthusiasm for development	X		AIR
Knowledge of relevant national strategies		X	AI
Ability to consistently teach lessons that are at least Good	X		IR
Experience of successful teaching across the relevant Key Stage	X		AIR
Experience of an Ofsted Inspection		X	IR
Experience of teaching young people with Speech, Language and Communication Needs		X	AI

Section 2: Personal Qualities and Abilities

	Essential	Desirable	Source A – Application I – Interview R - Reference
Ability to model the values and vision of the school	X		AIR
Demonstrate personal enthusiasm for and commitment to the learning process	X		AIR
Positive attitude to broad aspects of school life and contributions to new initiatives and developments		X	AIR
Ability to give and receive positive feedback	X		IR
Ability to inspire, challenge, influence and motivate others to attain high goals		X	AIR
Ambition, dedication and keenness to undertake relevant CPD	X		AIR
Ability to effectively manage own time	X		AIR
A commitment to promoting the welfare of children and young people in line with the school's Safeguarding Policy	X		IR

Section 3: Other Requirements

	Essential	Desirable	Source A – Application I – Interview R - Reference
Application Form completed in full	X		
Personal Statement is clear and concise	X		
Personal Statement addresses the criteria identified in the Person Specification	X		
Professional appearance and demeanour. Excellent role model for peers and students	X		

Section 4: Confidential Reference and Reports

	Essential	Desirable	Source A – Application I – Interview R - Reference
Written References only will be considered	X		
References will confirm professional and personal knowledge, skills and abilities as referred to above	X		
Positive recommendation from current employer	X		

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