

Teacher



Job Title: Teacher

Courtlands School

Reporting into Lee Earnshaw, Headteacher

Teachers Pay and Conditions: MPR1 to UPR3 (£25,714 - £41,604)
Plus SEN1 £2,290

Contract: Permanent

Closing Date: 12pm Tuesday 9th March 2021

Shortlist Date: Thursday 11th March 2021

Interview Date: 23rd and 24th March 2021

Start Date: ASAP pending notice periods and pre-employment checks and notice periods

Dear prospective candidate,

Thank you for taking the time to look at our teacher position at Courtlands School.

Courtlands is a friendly and ambitious school which is part of Transforming Futures Trust in Plymouth which caters for primary aged children (4-11) with Moderate Learning Difficulties and Social, Emotional and Mental Health needs. Our innovative curriculum is based on meeting individual's needs rather than schemes of work, and it provides a wide range of curriculum and therapeutic input.

Our children love coming to school and enjoy all that we have to offer, through their therapies to the extra-curricular clubs and activities, but most of all the personal relationships they have with their peers and us. They tell us that they feel very safe and well cared for and proud when they make progress. They behave exceptionally well when calmly and consistently supported to reflect on their own needs and learn to empathise with others and to be proud of their own achievements.

We are looking to recruit an outstanding teacher to join the team. We are looking for a teacher with a real passion for working with complex but rewarding children in a supportive and compassionate environment. You will need high levels of emotional resilience, and effective coping strategies born out of successful experience of teaching and supporting children with complex needs including Social, Emotional and Mental Health Difficulties including ADHD and attachment disorders; Communication and Interaction needs including autism and speech & language difficulties. This could be in either a special school or mainstream school, with mainstream experience being an advantage. We welcome applications from experienced teachers for this post and although this position is not suitable for newly qualified teachers in general, if you are newly qualified and have considerable and sustained SEND experience in addition to teacher training then we will consider your application. In addition to leading a class you will have responsibility for a curriculum area or support a curriculum leader in their role, depending on experience.

We can offer you a motivated and skilled staff team and a real opportunity to make a difference to the future of our wonderful children and school. We look after our staff with award winning care for their wellbeing (National Wellbeing in Schools Award 2019). You won't be taking marking home to do in the evening, and you will be given the freedom to meet the needs of the pupils in your class, along with the resources to do it. You will receive training in a wide range of SEND and real time support and mentoring from a leadership team whose door is literally open all the time.

For the last three years we have been on a journey to become a trauma informed community, responding to the adverse childhood experiences of many of our pupils, including challenging school experiences before being matched with the right setting for them. Three of our staff are qualified as Trauma Informed and Mental Health Practitioners through the TISUK post graduate diploma and all our staff have received extensive training and support on relationships which place playfulness, acceptance, curiosity and empathy at the heart of our work alongside our pupils. We believe that *every* interaction, no matter how fleeting, is the opportunity for an intervention to help our pupils grow as people who know how awesome and valued they are, especially at times they are struggling and communicate through unkind or unsafe behaviour. We want staff who see the children's challenges for what they are, who can use PACE with the best of them, and can remain calm under pressure.

Lee Earnshaw
Headteacher
Courtlands School

Courtlands School

Who we are;

Courtlands School caters for primary aged children who have Moderate Learning Difficulties, Social, Emotional and Mental Health Difficulties (SEMH) and other complex needs including autism, ADHD, speech and language difficulties and those impacted by trauma.

Courtlands is a remarkable school with a real feel of positivity, acceptance and camaraderie. You see targeted therapies many other schools do not offer and a curriculum that is designed to meet the additional needs of our pupils. You see learning organised to meet the developmental needs of the children and we have the confidence to buck the trend, stand out, and to aim for the outstanding.

We have a maximum of 95 children here at any one time ranging in age from 4 to 11 years old. We take pupils from Plymouth, Devon and Cornwall and we welcome prospective visits from interested parents, SENDCos or Local Authority Officers.

We have small classes of no more than ten children with high levels of adult support so that our children can make excellent progress. We look at the whole child and help them to improve both their academic achievement and their personal wellbeing. This means that we help them to socialise, eat and play independently, become more active and have better coordination. We help them to learn to swim, ride a bike and look after themselves in every way. Our children make excellent progress and really enjoy coming here as can be seen through their smiles and obvious love for learning.

The levels of progress made by our pupils is significantly above national expectations for like pupils, our attendance is in the top 1% of special schools nationally and our exclusion levels in the lowest 1% nationally. We are a truly inclusive school who believe that the children have a right to have their needs met and not feel excluded from anything.

Our curriculum has been designed from the 'ground up' to meet the needs of the children. Whilst it is based on the National Curriculum, we have adapted and added to what you could expect in a mainstream school. We use specialist approaches such as TEACCH, ELKLAN, Theraplay, Makaton, Attention Autism, Precision Instruction and many more to help our children to access the curriculum. We have a unique outdoor environment and we have won national recognition for its innovative use of the outdoors to teach children the value of relationships and transferable skills. We use outdoor activities such as forest school, mountain biking, and problem solving to enhance our wellbeing curriculum and teach our pupils resilience, teamwork, adaptability and perseverance – all life skills that they will need to be successful in the 21st century jobs market.

We have a team of complementary therapeutic workers who provide for the wider needs of our pupils from their emotional needs, through their medical needs to their sensory needs. We use expertise from our school-based occupational therapist and play therapist, and other professionals such as speech and language therapists, CAMHS and paediatricians to design bespoke packages for some of the most disadvantaged children in the area.

We have a reputation for flexibility and making the impossible possible.

Working for us

At Courtlands there are a number of benefits for all employees that work with us.

1. Health shield

Health shield provide our employees with a range of benefits including paid for physiotherapy sessions and counselling sessions, free eye tests, member discounts, great deals and cashback on shopping and travel.

2. Wellbeing Committee

There is an established wellbeing committee that is dedicated to support the emotional wellness of staff in school. This supports our whole school wellbeing statement and commitment to an honest and open approach when discussing mental health within school.

3. Training and induction

All new staff take part in an induction programme with a focus on safeguarding, trauma responsive ways of working and MAPA. Following this, you will take part in weekly training in a range of topics including SEND, emotional wellbeing, professional skills and other relevant topics according to the needs of the children and the school development plan.



Plymouth



Plymouth, known as Britain's Ocean City, is a lively waterfront city located on the beautiful south west coastline. It is well positioned with easy access to Dartmoor National Park and the neighbouring county of Cornwall.

Plymouth has lots to offer with its mix of modern shops, recreational facilities and its deep history including Sir Frances Drake, the Mayflower Steps and World War II.

For more information visit [All About Plymouth - Visit Plymouth](#)



For further information, please contact the Recruitment Manager Katherine Wildman at recruitment@transformingfutures.org.uk

For full application pack, school, and trust information, please visit www.transformingfutures.org.uk