

Autism Teacher (age range 5-13) Recruitment Pack

We're looking for an Autism Teacher who is confident to teach across the 5-13 age range to join our talented and hardworking team. Together, we build safe, independent lives for our young people and provide a community hub for the autistic population in Wiltshire. Springfields is an extraordinary place to work and learn- take a look through this booklet to see what makes us special.



Welcome to The Springfields Academy, part of Reach South Academy Trust

A very warm welcome to The Springfields Academy. The Springfields Academy builds safe, independent lives for children and we are delighted that you are thinking of joining us. Although there are many different reasons why people choose to work at Springfields, we all have one thing in common- our commitment to championing the children in our care. Working with children is one of life's greatest privileges and we support all staff to be at their best for our families, community and young people.

This booklet gives you a small glimpse of life at Springfields. You can find out more about why Springfields is a brilliant place to learn and work on our [website](#), [Facebook](#) page or [Twitter](#) feed. Our Autism Teachers are highly-skills practitioners and are supported to remain so through a comprehensive CPD package. An exciting part of this role is collaborative working and the ability to work with therapeutic and multi-agency professionals. This is an exciting role for an aspiring SENCo. Special schools, as the name implies are wonderful places, however we understand that many potential applicants have little experience of autistic learners and/or specialist provision. If this is you, then please get in touch for an informal chat about the role to explore this further. Our induction and staff training programme is incredibly comprehensive and you will be supported every step of the way to gain specialist skills and understanding. We have many members of staff who have made a successful transition from mainstream to special education and as an all-through school we welcome applications from both Primary and Secondary colleagues. If you have more questions about the role then please get in touch, we would love to speak to you about our school and give you a tour of our provision in Calne or Salisbury.

We hope that what you see here inspires you to submit an application and we look forward to receiving it.

Warm regards,
Jon Hamp
Executive Headteacher



One school, two sites.

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| The Springfields Academy, Curzon Street, Calne, Wiltshire SN11 0DS 01249 814125 admin@springfields.wilts.sch.uk | Springfields South, Westwood Road, Salisbury, Wiltshire SP2 9HS 01722 443430 admin@springfields.wilts.sch.uk |
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The role that you are applying for is based at our **North site** in **Calne**.

The salary for this role is **MPS plus SEN point 1**.

The closing date for this vacancy is **Wednesday 21st April 2021**.

Interviews will take place the week commencing **Monday 26th April 2021**.

Why join us as an Autism Teacher at The Springfields Academy?

You most likely went into teaching because you want to make a difference to young people. You understand that educating a child involves more than just the academic. If you're passionate about holistic, child-centred education then this role is for you. Our Autism Teachers are supported to create a flexible and innovative curriculum, which supports our learners to live safe, independent lives. Our small class sizes enable you to know your learners in-depth and engage in child-centred planning. You will be encouraged to make use of our outside spaces and experiment to make your lessons creative, multi-sensory and fun. There is some flexibility regarding the exact class and age range that the successful candidate will teach and this will be personalised to match their interests and skills.

In the role of Autism Teacher you will be providing learners with the knowledge and skills they need to live safely and independently within their community. You are also preparing them for their qualification pathways as they move into Year.9 and beyond. Supporting learners with good literacy and numeracy skills is vital. This is a challenging, but exciting role and one that is suitable for an aspiring SENCo. We're looking for someone with the patience, skills and creativity to teach a Primary curriculum in a concrete and multi-sensory format.

In return, we can offer you flexibility over schemes of learning and a child-centred ethos to planning. The successful candidate will have their own classroom and will be supported by our Therapy Team to turn it into an autism and communication friendly environment. The classroom has a desktop PC and interactive board. All teachers are provided with a work laptop. Classes can also access I pads and class laptops for learning. In order to personalise learning, our class sizes are very small and will often contain between 8-10 learners.

You will be joining a happy, hardworking and well-established team of over 20 teachers across the academy. Your immediate team will be either our Phase 1 or Phase 2 Teams. Our Phase 1 Lead is Claire Ludlow and our Phase 2 Lead is Claire Williams. You will also work closely, and receive training from our multi-disciplinary therapy team. You will also be joining Reach South MAT, a family of 14 schools across the South West.

"We're looking for a creative individual who is willing to learn about and utilise approaches such as

TEACCH and Attention Autism. You must have a passion for supporting children with Autism and a desire to become an outstanding Autism practitioner. You will be able to teach across the Primary age-range and curriculum. As a school we are committed to developing our Autism knowledge and you will be expected to be a reflective practitioner as well as a team player. This is an ideal role for someone looking to develop their SEND knowledge and experience."



Claire Ludlow,
Phase 1 Lead



Claire Williams
Phase 2 Lead

What are my working hours?

The working week of a Teacher is outlined below and totals 32.5 hours a week. Our school day begins at 8.30am for learners and staff.

- Monday 8.30am-3.30pm
- Tuesday 8.30am-4.15pm
- Wednesday 8.30am-3.45pm
- Thursday 8.30am-3pm
- Friday 8.30am-3pm



We have a short, 30-minute lunch, meaning children finish their day at 2.30pm. This leaves time at the end of the day for planning, liaising with colleagues, attending team meetings and taking part in professional development. Regular line management occurs within the Monday time slot. Staff are also encouraged to leave site at 3pm on Fridays.

What will my working day look like?

We follow a weekly timetable, which runs from September to September. We have five lessons a day of 60 minutes. Teaching staff receive a minimum of 10% PPA. All teaching staff are also a lead tutor or a tutor group support.

You will be class teacher to a group of learners across the 5-13 age range. The skills, knowledge and experience of the successful candidate will be taken into consideration. This role is suitable for Primary trained colleagues, aspiring SENCos and Nurture Group teachers. This is an exciting role for a child-centred practitioner that believes in the holistic education of the whole child.

What support will I receive?

We pride ourselves on providing outstanding professional development opportunities. Our children deserve outstanding staff who are well-equipped to fulfil their role. Your development begins from the first day of your employment through our comprehensive induction programme. You will receive support from a mentor to help you settle into life at Springfields and have regular meetings

with your line manager. You'll be working with a diverse team of talented individuals, including our multi-disciplinary therapy team. You'll engage in a regular programme of CPD and have the opportunity to engage in multiple learning events across the trust. There are opportunities to engage in CPD with other schools and colleagues from across Reach South Academy Trust.

Additionally, the academy has strong links with the Chartered College of Teaching, running many network events for them in pre-Covid times. The academy is also a hub for Women Leading in Education within Wiltshire. We have also had projects supported through the Equality and Diversity Fund such as the 'Making Maternity Matter' programme. We're also proud to be the home of A-Fest. You can read more about these opportunities [here](#).

We welcome all enquiries and applications about this role.

What makes Springfields a great place to work?

Where do we start? Mainly, our child-centred ethos and team spirit. Everyone at the academy is united by our core purpose to build safe, independent lives for young people. Take a look at what our staff say below.



Maxine Lawrence
Safeguarding Lead



Claire Ludlow
Teacher and Phase 1 Lead



Iwa Holtom
Exam Officer and Data Manager

Who are Reach South Multi-Academy Trust?

We're lucky to belong to a great family of 14 schools located across Wiltshire, Plymouth and Bournemouth. There are plenty of opportunities throughout the year to collaborate with colleagues in different areas. You can find out more about the trust [here](#).



How can I get more information?

Contact our Interim Deputy Head, Nicola Whitcombe, on nwhitcombe@springfields.wilts.sch.uk