



Strathmore School

Recruitment Pack

<https://www.strathmore.richmond.sch.uk/>

The Auriga Academy Trust

THE Auriga
Academy TRUST

Our staff describe Strathmore as:

Supportive

Passionate

Fun

Warm

Inclusive

Kind

Holistic

Inspirational

Happy

Caring

Friendly

Safe

Connected

Encouraging

Humbling

Diverse

Strathmore School

Meet our Senior Leadership Team who will be there to support you!

Why Strathmore?

We invest in our staff as we know this gives our learners the best outcomes.



Strathmore is a happy, thriving, oversubscribed and growing special school for children and young people aged 4 -19 with severe and complex learning difficulties including those with an additional diagnosis of autism and/or physical/sensory disabilities. We are committed to supporting all of our pupils to achieve and enjoy and be stimulated and challenged to fulfil their potential. Our highly qualified and dedicated staff have high expectations of our pupils and we all have the highest expectations of ourselves.



St Richard Reynolds	The Russell	Grey Court	The Darell
Station Road Twickenham TW1 4DQ Ext:101	Petersham Road Richmond TW10 7AH Ext: 201	Ham street Richmond TW10 7HN Ext: 301	Niton Road Richmond TW9 4LH



Class Teachers

Salary: Outer London MPR/UPR plus SEN Scale (depending on qualifications and experience)

Contract: Permanent - 1265 directed time 32.5 hours per week

We need new Teachers for September!

You will:

- Be a qualified Teacher
- Have proven ability to teach SLD /PMLD/ASD students including enabling individual access to learning and resources.
- have the skills and dedication to thrive in a challenging and fast changing environment
- Be creative and have an enthusiastic, imaginative and caring approach to children with Special Educational Needs and Disabilities;
- Have high expectations of learners' achievements relating to communication, independence, inclusion in the community and behaviour. To adhere to the school's safeguarding and behaviour support procedures.

To lead and develop one or more curriculum areas throughout the school and provide information, training, support (etc) to other members of staff.

WE WELCOME ANY ECTs INTERESTED TO GET IN TOUCH

Visits to the school are highly welcome along with a discussion with a member of the SLT.

Please contact the school: 0208 948 0047 or email info@strathmore.org.uk to make an appointment.

What we can offer you

- A friendly and happy school environment
- term time only contract so you can enjoy 13 weeks holiday a year
- Kew Gardens Membership
- Excellent LGPS Pension contributions
- Kew Gardens Membership
- Cycle to work scheme
- Employee Assistance Programme (counselling, money management & support)
- Occupational Health
- School staff discounts for retailers
- Corporate Eye care Scheme



Contacts:

HR – HR@aurigaacademytrust.org.uk
Strathmore School – 0208 948 0047
Info@strathmore.org.uk

KEY DATES:

Application closes: 9am 19th June 2023

Interview Date: Afternoon 21st June 2023

TO APPLY: Use the application form and complete it fully and return it to HR.

The Letter of application is predominantly used for shortlisting therefore this must be as good and strong as it can be!

Auriga Academy Trust is committed to the safeguarding and welfare of its pupils and expects all staff to share this commitment. All posts are subject to an Enhanced Disclosure Check from the Disclosure Barring Service.

The Auriga Academy Trust supports an inclusive culture and diversity for our staff and pupils.

We are committed to encouraging further growth from diverse groups and we welcome applications from currently underrepresented groups. We currently have an underrepresentation from Black, Asian and other Global Majority minorities at leadership.

Class Teacher Job Description

Class Teacher

Start Date: From September 2023

Hours: 32.5 (1265 hours directed time)

Contract: Full-time Permanent

Salary: Outer London MPR/UPR plus SEN Scale (depending on qualifications and experience)

JOB DESCRIPTION

General responsibilities	
	To support the Headteacher and School Leadership Team with promoting the aims and vision of the school.
	To support the progress of the learners and carry out your duties and responsibilities pro-actively and conscientiously and having due regard for Strathmore's Code of Conduct.
	To undertake the duties of a class teacher as specified in the Teacher's Standards and School Teachers Pay and Conditions Document and having due regard for Strathmore School's School Development Plan.
	To teach a group of learners who have severe learning difficulties (SLD)/profound and multiple learning difficulties (PMLD)/ Autistic Spectrum Disorder (ASD), some of whom may exhibit challenging behaviour, so that they learn to their full potential.
	To adhere to the school's safeguarding and behaviour support procedures and policies and be seen to actively promote them in all aspects of work.

	Specific Duties
1	Policy and Leadership
a	To plan and assess pupils' learning, using knowledge of school policies, school curriculum and assessment procedures, national and local requirements for relevant curriculum areas.
b	To lead and develop one or more curriculum areas throughout the school and provide information, training, support etc., to other members of staff (plus volunteers and students, as appropriate).
2	Management of Teaching and Learning
a	To set high expectations which inspire, motivate and challenge pupils
b	To promote good outcomes by pupils
c	To demonstrate good curriculum area, subject and curriculum knowledge
d	To plan and teach well-structured lessons including use of ICT
e	To adapt teaching to respond to the strength and needs of all individual pupils
f	To be responsible for the forward planning, preparation and arrangements of any Educational Visits (including residential) as per policy notices, in full consultation with the School Leadership Team.
g	To be responsible for the overall planning and management of the individual/group and for developing timetables, in consultation with the School Leadership Team and other colleagues
3	Management of People and Pupils

a	To manage behaviour effectively to ensure a positive and safe learning environment
b	To lead and support HLTAs, teaching assistants, students and volunteers
c	To be responsible for the welfare and pastoral needs of all the students in school throughout the day and for keeping the Head/Deputy/Assistant Headteacher informed of any developments or changes.
d	To work closely with other professionals e.g. Occupational and Speech & Language Therapists, Physiotherapist and implement programmes developed with them.
4	Management of Financial and Physical Resources
a	To organise and maintain a stimulating working environment appropriate for the range of activities taking place and the special educational needs of the pupils
b	To ensure that resources are created, organised and readily available to promote learning for individuals including ICT and access technology
c	To prepare and manage an annual curriculum development plan including costings
5	Assessment, Evaluation and Quality
a	To make accurate, productive and timely use of assessment
b	To monitor and assess pupils' work and to use assessment to inform planning and identify individual needs.
c	To keep records of pupil progress and track and report achievement in line with school policies and procedures, statutory requirements and those related to External Accreditation and Awarding bodies
d	To participate in arrangements for own further training and professional development, and, where appropriate, that of other teachers and support staff including induction.
e	To continually reflect upon and refine professional practice according to Strathmore school's appraisal policy
6	To fulfil wider professional responsibilities
a	To attend staff meetings as required. These are normally held once a week after school. Other types of meeting may be arranged in addition to these e.g. curriculum leader meetings, class team meetings, inter-school partnerships and training sessions
b	To develop positive relationships with parents/guardians and carers and encourage their involvement in their child's education as much as possible.
c	To forge links with other staff, the co-located and local schools, other special schools and with community partners.
d	To participate in the wider life of the school by running extra-curricular activities and attending fund raising and social events, promoting positive relationships between staff, home and school.

To be reviewed annually in line with the Performance Management schedule.

PERSON SPECIFICATION- CLASS TEACHER



Education/Qualifications
<ol style="list-style-type: none"> 1. Qualified Teacher Status and right to work in the UK. 2. Specialist qualifications such as a further degree or diploma, specialist training such as PECS, TEACCH, Makaton are desirable
Abilities/Skills/Knowledge
<ol style="list-style-type: none"> 1. Proven ability to teach SLD /PMLD/ASD students including enabling individual access to learning and resources. 2. A working knowledge of appropriate curriculum and assessment systems to meet the needs of the individual students with SEND. 3. An ability to devise individual annual and short-term outcomes and other personalised learning programmes to meet the student's needs within the agreed syllabus with reference to pupil interest, prior learning and achievement. 4. An ability to maintain, clear, concise, up to date pupil records in accordance with the school's chosen system. (This would include curriculum planning/forecasts/evaluations/ external accreditation portfolios, Annual Review Reports, EHCP Reports, Health Care Review Reports and assessments). 5. Ability to lead the class team and supervise, organise, and deploy work of other members of staff/volunteers and to oversee and monitor the outcomes. 6. An ability to implement and embed the programmes provided by the multi-professional team including use of individual communication aids. 7. An ability to produce, manage and implement behaviour support plans and manual handling and positioning programmes in liaison with the lead professionals for these areas. 8. Willingness to attend and act on training courses as required by the School Leadership Team e.g. TEACCH, PECS, Team Teach and Makaton and sometimes to lead in-service training. 9. Knowledge of and ability to lead specific areas of the curriculum. Please note: Curriculum leader roles are negotiable but initially candidates will be expected to develop areas currently available. 10. Ability to facilitate the interaction between Strathmore pupils and learners from mainstream schools and promote an inclusive partnership. 11. Ability to reflect on own effectiveness and address own professional development. 12. An ability to work collaboratively with parents, carers and the multi-professional team. 13. An ability to investigate, plan and implement educational visits and out of classroom activities including community and residential visits. This will include undertaking risk assessments and organising staffing levels and transport issues relating to this. 14. An ability to adhere to and contribute towards the development of school policies and the school development priorities. 15. A willingness to contribute to all aspects of school life and have a flexible, adaptable approach to work.

Candidates must address each and every point of the Person Specification in their Supporting Statement. **Failure to address any or all points may result in the application not being shortlisted for interview.**

Completed applications should be sent to: hr@aurigaacademytrust.org.uk