



Head of Foundation Subjects and PE Teacher

New River College Secondary and Medical

Closing date: 23:59 Sunday 14th March 2024;

job reference NRC/HOFP-0401

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At NRC, we work hard to support all our pupils to learn and achieve in a safe and nurturing school environment. We are committed to helping them manage their emotions and behaviour and to acquire the skills they need for their next steps – whether that be returning to mainstream schooling, or moving on to further education or work. For us, success means seeing our young people eager to attend school and learn. It's also about seeing them make progress where often they haven't before and ready to return to take their next steps – with confidence.

At New River College, we show our pupils that we care, in many different ways. We provide a safe, supportive learning space, personalised learning plans and support in every lesson and every intervention and support their personal development with a focus on their emotional health and wellbeing.

NRC Secondary

New River College Secondary is a school for 11- to 16-year-olds with social, emotional and mental health challenges. Pupils are taught in small form groups of generally no more than six pupils, with a high ratio of support from specialist teachers, learning assistants and pastoral mentors. Our pupils access a broad and balanced personalised curriculum that includes a strong emphasis on literacy skills, personal development, academic subjects and vocational courses. Pupils are fully assessed on entry during an induction week, and our flexible timetables are differentiated to meet individual learners' needs.

NRC Medical

New River College Medical is an alternative provision for children and young people with medical and/or mental health and wellbeing needs. Operating a trauma-informed approach to the education and care of all of our pupils, every individual has access to a broad and personalised curriculum, high-quality pastoral support and therapeutic interventions to capitalise on the talents and strengths of our pupils and build their confidence, independence and resilience. Progress is considered in a number of ways and targets are monitored and reviewed regularly by tutors, who are there to support pupils at each stage of their journey with us.

There are three branches to the provision:

- our school, temporarily based at Half Moon Crescent (previous Vittoria Primary School), which is for pupils aged 11 to 16 who have a variety of ongoing medical needs generally relating to emotional-based school avoidance, anxiety, self-harm, adverse childhood experiences and trauma. A number of young people also have additional diagnoses including Autistic Spectrum Condition (ASC), Attention Deficit Hyperactivity Disorder (ADHD) and special education needs
- our classroom on the Ifor (Children's) Ward at Whittington Hospital, which is for pupils aged between five and 18 who are able to access and engage in education during their hospital stay
- our Home Education and Outreach service, which provides tuition for pupils who are unable to attend an educational setting due to medical and/or mental health needs.



A culture of high expectations for pupils to learn exists in all areas of the school's work. Pupils rapidly improve their self-confidence and acquire attitudes that are far more positive than when they first arrive. As a result, all groups of pupils make excellent progress from their starting points.

(Ofsted July 2016)



Vision and Values

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools

“ The leadership team has maintained the outstanding quality of education in the school since the last inspection. ”

(Ofsted July 2016)



New River, New Start
‘In the now and beyond’

Advert

Head of Foundation Subjects and PE Teacher

Salary grade: MPS/UPS + SEN 1 + TLR 2

(£36,745 - £56,959 + £2,539 + £5,348)

Permanent

Required for Immediate start

Thinking of a role to further your teaching career?

Are you an experienced PE teacher with view to step up into Leadership?

We are looking to appoint a Head of Department for Foundation Subjects who will also teach PE, to work across New River College Secondary and Medical. You should be an experienced and dedicated person to lead and manage a committed team of professionals.

This is a fantastic opportunity for a dedicated PE teacher who is looking for new opportunities as Head of Department and has a flexible approach, to join a committed team at New River College. If you as a PE teacher aspire to develop your career, this possibility could be a good opportunity to test the waters of mid-Leadership in a relatively small school.

We are looking to appoint an experienced and dedicated PE teacher with good knowledge of:

- GCSE Physical Education
- V-Cert in Health and Fitness
- Other related qualifications
- Support the College's Duke of Edinburgh awards

We are looking for a dedicated Head of Department for Foundation Subjects who will also be a PE teacher. As Foundation Subjects Lead, you will be expected to lead a wide range of subjects in our school: Humanities, PSHE/RSHE, PE, History, Geography, MFL, among others. By looking at the long list of subjects, also consider that being an Alternative Provision school, our numbers are considerably lower than those of a mainstream school.

As a PE teacher, you will be a dedicated teacher to lead a wide range of health and fitness opportunities for pupils not engaging with PE, increasing participation across the College and pupils on specialist intervention timetables in the local community. The post holder will need to be confident and effective teacher who can deliver exciting and fun lessons.

We are looking for teachers who relish a challenge, who want to try new ideas and who genuinely want to contribute to the lives of young people with drive and passion. Ability to engage children with SEMH is essential. You might be required to teach across the curriculum to KS3 and KS4 pupils. Experience of teaching a second subject would be beneficial, a willingness to do so is essential.

We teach children and young people aged five to sixteen years old who have been permanently excluded or participate in our preventative programmes to address their behaviour, as well as children and young people with complex SEMH or medical needs. Ability to engage children with SEMH is more important than the phase you are used to teaching so both primary and secondary trained teachers are encouraged to apply.

Are you an
experienced PE
Teacher...?

*Thinking of
stepping up into
Leadership, but
would like to test
the waters first?*

Many of our pupils are below national age-related literacy and numeracy levels when they arrive. We offer a core curriculum to all pupils which includes English, Maths, Science, Humanities and a selection of foundation subjects. We also work with a number of alternative providers around enhanced learning opportunities.

New River College comprises of three Alternative Provision schools in Islington (primary, secondary and medical), for pupils with social, emotional and mental health challenges (SEMH), therefore, the PE teacher we are looking for, might work in between sites and as Subject Lead, you will supervise work of two sites that teach secondary-aged students.

Closing date / expressions of interest (internal candidates) deadline: **23:59 Sunday 14th April 2024**

Shortlisted candidates will be notified by: **Tuesday 16th April 2024**

Interviews: **Monday 22nd April 2024**

For background information visit our website www.newrivercollege.co.uk or for an informal discussion about the post or to arrange a visit please contact the Deputy Headteacher for Teaching and Learning, Michele Lambert on 020 7504 0534 or email michele.lambert@nrc.islington.sch.uk.

New River College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will need to undertake an enhanced DBS disclosure.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

Please apply online visiting jobs.islington.gov.uk. CVs are not accepted. If you need any assistance, please contact the school's office on secondary@nrc.islington.sch.uk quoting reference NRC/SPET-0401. Bear in mind that the Eploy's website doesn't automatically save your answers. We recommend you work on those where you can save them, and copy paste your answers when ready to submit.

New River College
JOB DESCRIPTION

POSITION: Head of Foundation and PE Teacher

GRADE: TLR2

RESPONSIBLE TO: Deputy Headteacher for Teaching & Learning

RESPONSIBLE FOR: Foundation Subjects Teachers and HLTAs

PURPOSE OF THE JOB

HEAD OF FOUNDATION RESPONSIBILITIES

The postholder is required to carry out the duties of a teacher and subject lead as set out in the Schoolteacher's Pay and Conditions and such specific duties that form part of this job description.

Teachers are responsible to the designated member of SMT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

MAIN DUTIES

Operational/ Strategic Planning

- To develop and review the curriculum, resources, schemes of work, assessment and teaching and learning strategies in the School
- To actively monitor and follow up pupil progress
- To work with colleagues to formulate aims, objectives and strategic plans for the subject area which have coherence and relevance to the needs of pupils and to the aims, objectives and strategic plans of the School
- To lead subject area meetings and moderation sessions
- To ensure that Health and Safety policies and practices, including Risk Assessments, throughout the subject area are in-line with national requirements and are updated where necessary, therefore liaising with the School's Health and Safety Manager

- To implement School Policies and Procedures, e.g. Equal Opportunities, Health and Safety

Curriculum

- To liaise with the College Leadership Team to ensure the delivery of an appropriate, comprehensive, high quality curriculum programme which complements the School Improvement Plan/School Evaluation
- To be accountable for the development and delivery of the School curriculum.
- To keep up to date with and respond to national developments in the subject area and teaching practice and methodology

Leading and Managing Staff

- To be a Performance Management Team Leader
- To manage Foundation Subjects Teachers across New River College Secondary and Medical.
- To provide guidance and support to all members of staff in the delivery of Foundation Subjects.
- To plan and deliver INSET
- To promote and guide staff discussion on curriculum planning, teaching and assessment across the curriculum

Staff Development

- To work with the College Leadership Team to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs
- To promote teamwork and to motivate staff to ensure effective working relations

Quality Assurance

- To work with the Senior Leader responsible for Teaching and Learning to set subject area targets within the School and to work towards their achievement.
- To develop the effectiveness of teaching and learning styles within subject areas.
- To contribute to the school procedures for lesson observation and book monitoring.
- To seek/implement modification and improvement where required.
- To ensure that the subject area's quality procedures meet the requirements of Self Evaluation and the School Development Plan.
- To produce an annual examinations analysis and subject area review as part of the school's self-evaluation cycle.

Management Information

- To ensure the maintenance of accurate and up-to-date information concerning the subject area on the school's management information

system.

- To analyse and evaluate, the subject area performance data provided and take appropriate action in response, e.g. strategies/interventions for pupils below expected progress and for the most able pupil premium pupils.

Communications

- To ensure that all members of the subject area are familiar with the subjects aims and objectives within the framework of the School Development Plan.
- To attend relevant meetings, e.g. borough network meetings, and disseminate information to the subject area staff.
- To ensure effective communication/consultation as appropriate with the parents of pupils.
- To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies.
- To represent the subject area's views and interests.

Marketing and Liaison

- To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
- To contribute to the School liaison and marketing activities, e.g. the collection of material for press releases and the school website.

Pastoral System

- To monitor and support the overall progress and development of pupils within the subject area.
- To monitor pupil attendance together with pupils' progress and performance, with the class teacher, in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To ensure the Behaviour Management system is implemented in the subject area so that effective learning can take place.

Teaching

- To teach and be responsible for the development and review of the PE curriculum, resources, schemes of work, assessment and teaching strategies co-ordination of Foundation Subjects across the full age and ability range, with reference to the national curriculum and programmes of study.
- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- As a second subject, to teach, develop and co-ordinate other subjects across the full age and ability range, with reference to the national curriculum and programmes of study

- To deliver and facilitate dynamic, creative and active lessons in other related curriculum areas

Other Specific Duties

- To undertake any other duty as specified by STPCB not mentioned in the above.
- To play a full part in the life of the school community, to support its distinctive mission, ethos and policies and to encourage and ensure staff and pupils to follow this example.
- To continue personal professional development as agreed.
- To engage actively in the performance review process.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.

PERFORMANCE STANDARDS

- To ensure that all services within the areas of responsibility are provided in accordance with New River College's commitment to high quality service provision
- To ensure that New River College policies and standards are met and adhered to
- At all times to carry out the responsibilities of the post with due regard to New River College's Equal Opportunities policy

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

Signed ----- Date-----

Person Specification

New River College

PERSON SPECIFICATION

POSITION: **Head of Foundation Subjects Department**

GRADE: **MPS/UPS + TLR2 + SEN point**

CRITERIA

REQUIREMENTS

EDUCATION AND EXPERIENCE

- | | |
|-----|--|
| E.1 | Qualified teacher status |
| E.2 | At least 3 years successful teaching of the subjects area designated in JD, including evidence of involvement in the raising of achievement of pupils with social, emotional and mental health concerns. |
| E.3 | Evidence of some form of leadership experience |
| E.4 | Experience of leading, developing and delivering programmes related to subject area designated in JD |
| E.5 | A Special Educational Needs qualification or relevant experience in the area of challenging behaviour. |
| E.6 | Evidence of continuing professional development |

SKILLS, KNOWLEDGE AND ABILITIES

- | | |
|------|---|
| E.7 | An understanding of methods and good practice in reviewing and evaluating teaching & learning |
| E.8 | Evidence of clear view about future developments of area of responsibility in a school or Alternative Provision, and an ability to manage change |
| E.9 | Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or Alternative Provision |
| E.10 | An understanding of national developments in the area of social inclusion |

- E.11 Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the teaching of the subject area designated in JD
- E.12 Knowledge of a range of accreditation available to students in the subject area designated in JD
- E.13 An understanding of therapeutic approaches to behaviour management strategies
- E.14 Ability to build effective working relationships with a range of partners and stakeholders.
- E.15 Ability to motivate colleagues and pupils through a positive and professional attitude
- E.16 Strong interpersonal skills and an ability to communicate clearly both orally and in writing
- E.17 Ability to use key aspects of ICT to present data
- E.18 Excellent behaviour management skills based on therapeutic approaches with pupils.
- E.19 Demonstrable commitment to inclusive education
- E.20 Capacity to work under pressure and to meet deadlines
- E.21 Capacity to work flexibly and to adapt to the changing needs of the New River College and the Alternative Provision.
- E.22 Excellent attendance and punctuality
- E.23 Ability to prioritise competing demands
- E.24 Ability to work as part of a team
- E.25 A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.
- E.26 A commitment to deliver services with the framework of New River College's equal opportunities policy.
- E.27 Ability to form and maintain appropriate relationships and personal boundaries with children and young people

How to apply

Application Deadline

Completed application forms must be received by **23:59 Sunday 14th April 2024**.

To apply

Please apply online at jobs.islington.gov.uk. If you need any assistance, please contact the school's office on secondary@nrc.islington.sch.uk quoting reference **NRC/HOFP-0401**.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

Bear in mind that the Eploy's website doesn't automatically save your answers. We recommend you work on those where you can save them, and copy paste your answers when ready to submit.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Additional

CVs will not be accepted.



New River College Medical
Half Moon Crescent
London N1 0TJ
Tel.: 020 7504 0534 – opt 3
<http://newrivercollege.co.uk/contact/>

New River College Secondary
Lough Road
London N7 8RH
Tel: 0207 504 0534 opt. 2
<http://newrivercollege.co.uk/contact/>