

## Job Advert

### **Job Title: Internal Alternative Provision (IAP) Teacher**

**Location:** Holy Trinity Church of England School, Crawley, UK

**Position Type:** Term time only (TTO) + INSET days. 37 hours per week over 5 days.

**Salary:** West Sussex Grade M1 – M6

**Contract Type:** Permanent

**Start Date: SEPTEMBER 2026**

- Are you passionate about supporting young people to reach their full potential
- Do you want to work in a vibrant, multi-faith school community founded on dignity, community, wisdom, and hope?
- Are you a relational individual who excels at building trust and challenging students to flourish?

If so, then we want to hear from you!

### **About Holy Trinity Church of England Secondary School:**

Holy Trinity Church of England School is a vibrant and inclusive community located in Crawley, a culturally rich and diverse town. Crawley has fantastic transport links sitting halfway between Croydon and Brighton on the M23 corridor. There is also a fast train service between London Victoria, East Croydon, Haywards Heath and Brighton, in addition to other lines that serve the South. The school operates a minibus service for staff at the start and end of the day serving the three stations in Crawley (Ifield, Crawley and Three Bridges). The school is also the most well connected by bus of the six secondary schools in this area.

Rooted in Christian values, our ethos is underpinned by four key elements: dignity, community, wisdom, and hope. We are dedicated to inspiring every student and providing an environment where they can truly excel, both academically and personally.

We are committed to creating a diverse and inclusive environment and warmly encourage applications from individuals of all backgrounds, cultures and experiences. We believe that a variety of perspectives enriches our community and enhances our ability to serve and support everyone in our school community. We welcome people from all ethnicities, faiths, abilities, genders and sexual orientations, and are dedicated to providing equal opportunities for all. If you're passionate, driven and share our belief in the key values of dignity, community, wisdom and hope which underpin our school then we invite you to apply and bring your unique voice and talents to our team.

For further details on our school see our vacancies page, where you can view a video or PowerPoint from our Executive Head Teacher, Reverend Millwood.

### **The Role:**

You will be the key adult for a small number of students (often 1:1 or very small groups), delivering highly personalised teaching with a strong emphasis on **relationships, emotional regulation and inclusion**.

Your role will be to **break down learning, close gaps, and re-build engagement** through creative and adaptive teaching.

You will:

- Design bespoke learning experiences tailored to individual needs
- Deliver engaging, flexible and ambitious teaching
- Create safe, nurturing environments where students can thrive
- Build strong, trusting relationships with vulnerable learners
- Make a life-changing difference every single day

### **Key Responsibilities**

#### **1. Teaching & Curriculum**

- Plan and deliver a personalised, adapted curriculum aligned with the mainstream offer
- Teach Functional Skills (English and Maths) using creative, differentiated approaches
- Use strategies such as:
  - Interest-led learning
  - Experiential and community-based learning
  - Flexible pacing and outcomes
  - Use EOTTC approaches
- Ensure learning is meaningful, progressive and leads to sustained development

#### **2. Assessment & Progress**

- Track and monitor academic progress, engagement and wellbeing

- Use appropriate frameworks (e.g. Engagement Model where needed)
- Maintain accurate records and contribute to EHCP reviews and reporting

### 3. Relational Practice & Wellbeing

- Act as a trusted key adult for students
  - Use trauma-informed, relational and restorative approaches
  - Support emotional regulation and readiness to learn
  - Recognise and respond proactively to signs of distress
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### 4. Inclusion & Provision

- Support gradual reintegration into school where appropriate
- Facilitate access to:
  - Wider school experiences
  - Enrichment opportunities
  - Community-based learning
- Promote independence, confidence and belonging

### 5. Multi-Agency Working

- Work closely with families to ensure consistency and trust
- Collaborate with SENDCo, pastoral staff and external professionals
- Contribute to multi-agency and review meetings

### 6. Safeguarding & Professional Responsibilities

- Maintain the highest standards of safeguarding across all settings
- Complete and follow risk assessments for off-site learning
- Engage in ongoing professional development in SEND and inclusion
- Uphold the school's ethos of high expectations and inclusive practice

#### The Ideal Candidate Will:

- Hold **QTS/QTLS**
- Have experience working with students with SEND
- Be highly skilled in **adapting teaching and personalising learning**
- Demonstrate excellent **behaviour management and relational practice**
- Be resilient, reflective and solution-focused
- Be passionate about **inclusion and improving life chances**
- Be confident working flexibly across different environments

Primary-trained teachers are encouraged to apply, particularly those with strong experience in **scaffolding learning and closing gaps**.

#### Why Join Us?

- **A Supportive Culture:** Work in an environment that values professional growth and collaborative teamwork.

- **Impact:** Play a pivotal role in shaping the future pathways of our students, from university to apprenticeships.
- **Values-Driven:** Be part of a team dedicated to dignity, belonging, and high expectations for every student.

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## How to Apply:

To apply, please complete the application form available on the website. This must be emailed to [hr@holytrinitycrawley.org.uk](mailto:hr@holytrinitycrawley.org.uk) by **9am on Wednesday 15<sup>th</sup> July 2026**.

**Interview: w/b Monday 20<sup>th</sup> July 2026**

For further information about the role, please contact HR on the email provided above.

**The closing and interview dates are a guide only. We intend to review applications as they are received and call those shortlisted for immediate interview. An early application is advised, as once we have appointed, we will close the recruitment process.**

### Safeguarding Statement

This school and West Sussex County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an appropriate Disclosure and Barring Service check along with other relevant employment checks, including satisfactory references.