

KS2/3 TEACHER
MAIN PAY RANGE, SEN MINIMUM &
EDA ALLOWANCE
PAY RANGE: £25,714-£36,961 PA
SEN ALLOWANCE £2,270 PA & EDA
ALLOWANCE £2,420 PA

WELCOME TO PARALLEL LEARNING TRUST

A Special and Alternative Provision Multi-Academy Trust.

The Trust is committed to transforming lives for all pupils. Currently we have seven academies that offer alternative or special provision for those children with social, emotional or mental health needs.

 Park Campus
Academy

 Ramsden Hall
Academy

 Victory Park
Academy

 Inspire
Academy

 Sutton House
Academy

 Kennington
Park Academy

 Wandle Valley
Academy

Application Deadline: Friday 14th May 2021, 12 noon.

All applications must be sent to jquilter@ramsdenhall.org.uk before the deadline. Any applications received after this time will not be considered.

Dear Applicant,

Thank you very much for viewing this recruitment pack. We are committed to providing a high quality service so that every child fulfills his potential. We recognise that this can only be achieved through the recruitment and retention of competent, motivated employees who are suited to and fulfilled in the roles they undertake.

We are committed to equal opportunities and our aim is to ensure that all applicants receive clear and useful information about the post and our school. We hope, therefore that the following information is of help to you in deciding whether to apply for this post. If you are unclear about any aspect of the application procedure, please do not hesitate to email jquilter@ramsdenhall.org.uk.

Applications will only be accepted on the Academy's application form, please also complete the recruitment monitoring form. These can be found on the Academy's website <https://ramsdenhall.org.uk/careers/vacancies> or alternatively please contact Jane Quilter by email: jquilter@ramsdenhall.org.uk or telephone: 01277 624580.

Completed applications should be returned to Jane Quilter, by the **Friday 14h May 2021**, 12 noon. Applications submitted on the academy's application form will only be considered. Please take care to complete the application form in full as incomplete applications will not be considered. Unaccompanied CVs or third party application forms will not be accepted. Please be aware that we reserve the right to call for interviews and appoint prior to the closing date.

Please note that we will not be writing to those applicants who are not shortlisted. Therefore, if you do not hear from us within four weeks of the closing date you should assume that, on this occasion, your application has been unsuccessful.

Potential applicants are warmly invited to visit the school or to contact us for an informal conversation, please contact Jane Quilter on telephone: 01277 624580 or by email on: jquilter@ramsdenhall.org.uk.

We wish you all the best with your application.

Yours sincerely



Mrs Emma Baker
Headteacher

The opportunity:

We are seeking to appoint an enthusiastic and committed KS2/3 teacher to deliver high quality lessons within our Ready to Learn provision (Year 6 – 8). As part of our dedicated and supportive team, you will demonstrate a calm and consistent approach to working with children with Social, Emotional and Mental Health needs. You will create a nurturing learning environment and build positive relationships with the students. You will have a flexible and creative attitude and will have an approachable and resilient manner. You will be keen to join in with activities with the students outside of their directed lessons and will be part of a vertical tutor group team. Required for 1 September 2021.

Due to the flexible nature of the role, if you are teacher who is passionate about working with students with SEMH difficulties and can see the potential in all learners, then we would love to hear from you. A sense of humour is essential, and understanding of attachment, trauma based approaches and social development will be an advantage. Experience of the primary curriculum could be an advantage but is not essential.

WHY CHOOSE US?

Ramsden Hall Academy is a residential special school for boys age 10-16 who have an EHCP for SEMH. We are based in extensive grounds in Ramsden Heath, Essex, and are a well-established, stable team. Working with our younger students, this is a rewarding role where you can really make a positive difference to the lives of our students. With the opening of our brand-new facilities, we are entering an exciting new chapter, and this is a fantastic time to be joining our team.

WHAT WE OFFER:

MPS1-6 +SEN Allowance + Extra Duty Allowance (if duty worked) (NQT's welcome to apply)

A school that is fully committed to nurturing the potential in all of our students

A dedicated and supportive team

Excellent CPD opportunities and regular training

Access to Health Care services including Physio and GP

Staff Wellbeing group.

Closing date for applications is Friday 14 May 2021, 12 noon, and interviews are likely to take place the following weekk

MISSION AND PURPOSE

Ramsden Hall Academy is a day and residential provision for boys aged 11-16 located in Ramsden Heath, Billericay, Essex. Its students are drawn from a wide area of Essex, neighbouring London boroughs and unitary authorities. Its students have a wide range of social, emotional and mental health needs.

We believe that every student can have, and is entitled to, a positive future. We see potential in each of our students and our purpose is to help them to access it by supporting them to learn, to develop their skills, abilities and talents and to help them to manage themselves and their SEMH needs effectively and successfully. To view our mission statement please click [here](#).

Vision

Working together we will:

- Meet our students social, emotional and mental health needs enabling them to thrive both in school and in the wider community;
- Support our students to develop the attributes, skills, knowledge and understanding required to become valuable members of society;

Values and Beliefs

Learning is our core purpose. We believe:

- Every child can achieve;
- Every student must make progress;
- Every member of the community matters;
- Everyone deserves a second chance;

What we will do:

We will provide a safe secure environment where students are valued, respected, challenged and supported to achieve and make progress.

Through our actions we will develop young people who are:

- Respectful of themselves, each other and the school
- Trustworthy, polite, honest and helpful
- Tolerant of others, open minded and without prejudice
- Resilient, determined and have a strong work ethic
- Responsible, independent and supportive of each other
- Empathetic, thoughtful, compassionate and caring
- Good communicators who equally good as leaders and team players
- Confident having both self-belief and high aspirations
- Good role models

J O B D E S C R I P T I O N

| | |
|-------------------------|------------------------------------|
| JOB TITLE: | KS2/3 Teacher |
| RESPONSIBLE TO: | Headteacher |
| RESPONSIBLE FOR: | None |
| GRADE: | M1 – M6 & SEN Allowance |
| SCOPE: | SEMH KS 2/3Teacher |

PURPOSE OF THE POST:

Responsible to the Headteacher at Ramsden Hall Academy (part of the Parallel Learning Trust), for teaching a broad and balanced curriculum to KS3 learners, based on a KS2 model and ensuring the best possible outcomes for our learners, who all have a statement of special educational needs (SEN) or an education healthcare plan (EHCP) and have social, emotional and mental health needs (SEMH).

The purpose of the post is to secure high quality teaching, effective use of resources and ensure improved standards of learning and achievement for all students. The post holder will ensure a cohesive and personalised programme of learning activities, in line with the national curriculum. The post holder will also have some pastoral responsibility and strive to ensure strong parent / carer relationships and have strong communication skills.

The post holder will support the senior leadership team (SLT) in raising standards and improving outcomes for learners, through the provision of high quality professional services across the school.

REQUIREMENTS OF THE POST

The post holder is required to carry out the duties of a teacher 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 SLT for supporting the general good order and discipline of Ramsden Hall Academy. All staff are expected to have a clear understanding of the aims, objectives and ethos of the school and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of Ramsden Hall Academy be seen as inter-related.

MAIN RESPONSIBILITIES

- To undertake the duties of a teacher as indicated in the Teachers Pay and Conditions document.
- To teach and co-ordinate a broad and balanced KS2 curriculum in line with the National Curriculum to KS3 learners, some of which have a wide range of special educational needs, especially social, emotional and mental health issues.
- To assess progress regularly and accurately and report on progress to all stakeholders.
- To work co-operatively with other staff in the general running of the school.
- To liaise with parents and a wide multi-disciplinary group regarding learners on roll and attending meetings as appropriate.
- To contribute to systematic on-going records of learners progress to the agreed format within the service ensuring curriculum delivery relevant to the needs of learners.
- To write accurate reports on learners progress.
- To attend reviews and case conferences as appropriate.
- To participate in integration links ensuring appropriate support and communications to facilitate successful reintegration to mainstream or special schools.
- To attend INSET, training sessions and staff meetings as required.
- To make full and appropriate use of information technology with training as required.
- To implement the schools equal opportunities policy fully, working actively to overcome and prevent discrimination on the grounds of race, gender, disability, status and sexual orientation.
- To carry out such other duties as may be required from time to time to meet the needs of the service.

PERSONAL RESPONSIBILITIES

- To carry out the duties and responsibilities of the post, in accordance with the schools Health and Safety Policy and relevant Health and Safety guidance and legislation.
- To promote the safeguarding of children.
- To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner.
- To participate in performance management, and undertake training and professional development as appropriate.
- To undertake other duties appropriate to the post that may reasonably be required by the senior management team on any of the trusts sites (Parallel Learning Trust).

PERFORMANCE MANAGEMENT

- Working within the new framework and procedures to take part in Performance Management procedures.

PASTORAL SUPPORT

- Ensuring the maintenance of good behaviour in line with school procedures and policy at all times during the school day.
- Promoting the ethos of the school ensuring that all are treated with justice, equality and respect.

TEACHING RESPONSIBILITIES

- Carrying out carrying out duties in line with the latest school teacher terms and conditions of service.
- Demonstrating consistent excellent practice.
- Having high expectations in terms of achievement and behaviour.
- Effectively using opportunities for continuing professional development.
- Ensuring that policies and procedures are adhered to including policy and practice concerning safeguarding children.

DATA PROTECTION

- To be aware and comply with the academy's responsibilities under the Data Protection Act 2018 and the General Data Protection Regulation (GDPR) for the security, accuracy and relevance of personal data held on such systems and ensure that all administrative and financial processes comply with this.
- To maintain client records and archive systems, in accordance with the schools' procedures, policy and statutory requirements.

CONFIDENTIALITY

You are expected to treat all information acquired through your employment, both formally and informally, in strict confidence. There are strict rules and protocols defining employees access to and use of the school's databases. Any breach of these rules and protocols will be regarded as subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

EQUALITIES

The school has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and to promote its policies in their own work, undertake appropriate training and challenge racism and discrimination.

HEALTH AND SAFETY

Every employee is responsible for their own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defectives and hazards to management.

SAFEGUARDING

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. Further information about the disclosure can be found at www.disclosure.gov.uk

PERSON SPECIFICATION

A. EXPERIENCE

1. Proven teaching experience in primary at KS2 or KS3. Your practice needs to be good or outstanding and experience of teaching children with emotional, social and mental health issues.
2. Successful experience of teaching a broad and balanced curriculum at KS2 in line with the National Curriculum, including learners with a range of special educational needs most specifically social, emotional and mental health issues.
3. Proven record of the effective implementation of and strong commitment to equal opportunities policies.

B. SKILLS, KNOWLEDGE ABILITIES

4. Knowledge of how current legislation affects or is likely to affect the integration of learners with special educational needs including the 1996 Education Act and the current Code of Practice. Knowledge of current developments in education generally including the National Curriculum and the ability to plan and deliver a curriculum offer which is appropriate to the requirements of learners with special educational needs, with special reference to individual education planning.
5. The ability to work flexibly and sensitively with staff from a wide variety of disciplines, to ensure that learners continue to have access to a broad and balanced curriculum.
6. Ability to work independently but also have a cross-curricular approach including co-operative working with teacher colleagues and other professionals.
7. Ability to use assessment and recording systems including SEN Support Plans, Education Health Care Plans (EHCPs) and personal learning plans
8. Ability and willingness to work in a variety of venues.

9. A good understanding of equal opportunities issues as they affect learners with special educational needs and their families. Knowledge and understanding of the nature and effects of racial and economic disadvantage and inner city deprivation and the ability to develop appropriate responses to the needs arising.
10. Strong communication skills both orally and in writing.
11. Physical ability to perform the duties of the post with aids and adaptations as required.

C. QUALIFICATIONS

12. Qualified Teacher Status (with Primary specialism)
13. Additional qualification in special educational needs/emotional and behavioural difficulties (desirable).