



Brinsworth Academy  
MLD Unit Teacher of  
English/Maths

Part of  
**LEAP**  
Multi Academy Trust

## Post Title: MLD Unit Teacher of English/Maths

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We are seeking to appoint an outstanding Teacher of SEND to work within our new Moderate Learning Development Unit. The successful candidate will lead and teach in the provision, providing learning opportunities for students who are working significantly lower than the secondary curriculum.

This is a full-time post starting in September 2021.

The closing date for applications is 9.00am on Friday 14<sup>th</sup> May 2021.

Candidates wishing to visit the school may do so. Please contact Caroline Fullelove, HR on 01709 828383 or email [cfullelove@brinsworth.rotherham.sch.uk](mailto:cfullelove@brinsworth.rotherham.sch.uk) to arrange a visit.

### The Moderate Learning Development (MLD) Unit

Accountable to: Associate Assistant Principal (SEND)

In September 2020, Brinsworth Academy opened a small SEND unit for young people with MLD and complex learning needs. This was commissioned as part of the local authority SEND sufficiency bid to ensure that the local area had enough specialist provision places for the future. The Leadership of the unit is supported by a local specialist provision, Newman School, to ensure specialist practice is well established in our work. The rationale behind learning for the young people in the unit is that they will be given the opportunity to spend at least 50% of their time at school, learning in the mainstream school. At the heart of our ethos around this unit is the inclusion of these young people within the mainstream school with support and care. We are proud of our past record working with young people with SEND, and are excited and honoured to have been given the opportunity to work with young people with SEND from other areas of the borough.

This role is an exciting post for someone who has a passion for working with young people with special educational needs, joining us at the point where development of the provision for the young people can be designed and developed to ensure that the education for these learners is outstanding. The postholder will have specific responsibility for the teaching of Maths and English to the young people who have been allocated a place in the unit within Brinsworth Academy. They will work alongside allocated staff, and the SEN team, to ensure that they Achieve Excellence in these areas.

We have no preconceived ideas about the background of the person we want for this post, they may be a primary teacher, a secondary specialist, or a teacher of SEND; an NQT or a teacher with a lot of experience. What is important to us is someone who is passionate and committed to inclusion and to creating the best opportunities and experiences for those with SEND. Someone who can bring academic learning alive and inspire a love of learning in those who don't find learning easy.

# Job Description

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Our ideal candidate will:

- Be passionate about progress for students with MLD and SEN, and fascinated in the learning gains children can make when they are below age expectations. They should demonstrate high levels of ambition, motivation and drive to bring academic learning alive and promote a love of learning in young people, in order to close the attainment gap that exists for learners with SEND, between them and their non-SEND peers.
- Have the resolve to make a real difference to the lives of pupils.
- Be committed to and actively promote Brinsworth Academy's culture and ethos of Achieving Excellence.
- To review and contribute towards the subject plan for pupils in the MLD unit in conjunction with the Leadership Team and line manager.
- Work with colleagues, support staff, students and families to develop a strong school community and highly effective lessons. To develop and audit schemes of work/programmes of study and to support cross-curricular delivery, including subject support for colleagues, to enable curriculum requirements to be met.
- Communicate effectively with parents, carers and students to ensure that they have a clear understanding of the subject curriculum, engagement and progress within it.
- Have an open-door policy and engage with the wider CPD offer of the academy and share good practice with all colleagues with regards to teaching pupils with SEND.
- Engage with high quality educational research to ensure that teaching and learning within the department draws on best practice and continues to evolve.
- Undertake, and when required, deliver or be part of the Professional Learning Community and relevant training and professional development.

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## Planning Teaching & Classroom Management

- Consistently deliver high quality lessons that can be seen as a beacon of good practice.
- identify clear teaching outcomes and specifying how they will be taught and assessed;
- set tasks which challenge students and ensure high levels of engagement;
- set clear learning goals, building on prior attainment;
- be aware of and making provision for students' differing needs;
- provide clear structures for lessons maintaining pace, motivation and challenge;
- make effective use of assessment and ensure coverage of long term plans;
- build positive relationships with students;
- implement the academy's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;
- use a variety of teaching methods to match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
- use effective questioning, listening carefully to students, giving attention to errors and misconceptions
- ensure students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- ensure policies relating to student rewards and behaviour management are implemented to secure a well-ordered learning environment;
- evaluate own teaching critically to improve effectiveness;
- ensure the effective and efficient deployment of classroom support;
- contribute to the development of schemes of learning in the subject;
- liaise with the Faculty Leader to ensure the implementation of department policy and best practice.
- Recognise and respond effectively to equality issues as they arise in the classroom and challenging stereotyped views, bullying and harassment in accordance with Academy policy and procedures working to support the department and Academy.
- Be able to support staff, in the whole school and Achievement Support, with SEND interventions in English and Maths to ensure that most intervention occurs in the classroom.
- Work with the heads of Maths and English departments, and colleagues in the Achievement Support team, to develop departmental expertise and to enrich students' learning, including through extra-curricular activities such as trips and visits.

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## Monitoring, Assessing, Recording & Reporting

- Support students in developing their skills, to know more and remember more, in close liaison with the Maths and English departments.
- Develop effective learning resources and innovative working practices, using evidence-based research where appropriate, in an ongoing evaluative process.
- assess how well learning outcomes have been achieved and use them to improve specific aspects of teaching;
- mark and monitor students' work and set targets for progress;

- assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving;
- undertake assessment of students as requested by examination bodies, departmental and academy procedures;
- undertake assessment of students and participate in the academy's system for reporting to parents.
- Utilise data tracking in order to analyse student attainment and progress and act upon this with various methods of intervention.

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### Pastoral Duties

- be a Form Tutor to an assigned group of students;
- promote the general progress and well-being of individual students and of the Form Tutor Group as a whole;
- liaise with the Head of Year to ensure the implementation of the academy's pastoral system;
- register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life;
- alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;
- communicate, as appropriate, with parents of students.

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### Other Professional Responsibilities

- have a working knowledge of teachers' professional duties, teacher standards and legal liabilities;
- operate, at all times, within the stated policies and practices of the academy, in particular safeguarding responsibilities;
- know subject(s) or specialism(s) to enable effective teaching;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and students;
- contribute to the corporate life of the academy through effective participation in meetings and systems necessary to coordinate the management of the academy;
- take part in marketing and liaison activities such as Open Evenings, Parents Evenings and events with partner schools;
- take responsibility for own professional development and duties in relation to academy policies and practices including health & safety policies;
- liaise effectively with parents.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the leadership team to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the academy and the professional development of the staff.

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## Person Specification

	Criteria
Qualification	Qualified to degree level and/or above
	Qualified to teach and work in the UK Experience
Experience	Experience of working with students who have KS2 learning needs and are working below age expectations
	Experience of raising attainment in a challenging classroom environment
	Experience of reflecting on and improving teaching practice to increase student achievement. Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
	Evidence of working with students at a primary level or with students working below age expectation at secondary level knowledge
	Up to date knowledge in Maths and English and relevant cross curricular themes.
	Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.
Behaviours	Effective team worker and leader
	High expectations for accountability and consistency
	Vision aligned with Brinsworth Academy of Achieving Excellence, high expectations of self and others
	Genuine passion and a belief in the potential of every student particularly those with SEND
	Motivation to continually improve standards and achieve excellence / willingness to undertake training
	Commitment to equality of opportunity and the safeguarding and welfare of all pupils.
Skills	Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
	Thinks strategically about classroom practice and tailoring lessons to students' needs
	Understanding and interpretation of complex student data to drive lesson planning and student attainment
	Good communication, planning and organisational skills
	Demonstrates resilience, motivation and commitment to driving up standards of achievement
	Acts as a role model to staff and students
	Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Personal Attributes	Enthusiasm, flair, energy and imagination
	Strong educational principles based on inclusion and equality
	High level of emotional intelligence, honesty and integrity
	Willingness to be involved in the full life of the academy including extra-curricular activities
	Good health and attendance record

Brinsworth Academy's mission is to help all students to "Achieve Excellence" via quality first teaching, responsive pastoral care and decisive leadership.

We welcome contact to discuss this post, as well as visits to our academy.

Application forms and all supporting information can be downloaded from the Academy website: [www.brinsworthacademy.org.uk](http://www.brinsworthacademy.org.uk)

Completed applications should be returned either by post to: Caroline Fullelove, HR at Brinsworth Academy, Brinsworth Road, Brinsworth, Rotherham, S60 5EJ or by email to [hr@brinsworth.rotherham.sch.uk](mailto:hr@brinsworth.rotherham.sch.uk)

The Learner Engagement and Achievement Partnership is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the disclosure of criminal records can be found at <https://www.gov.uk/disclosure-barring-service-check>.

We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may face.

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