



Warlingham School  
& Sixth Form College

## **Nurture Class Teacher**

Full-Time, from September 2023

London Fringe

SEN Allowance £2,384p.a.

Warlingham School & Sixth Form College  
is part of Tandridge Learning Trust.

Tandridge  
Learning Trust

Excellent Teaching  
Inspiring Leadership  
Innovative Training

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*Tandridge Learning Trust 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 candidate will be subject to safer recruitment checks, including an enhanced DBS check.*

*As an equal opportunities' employer, Tandridge Learning Trust is also committed to achieving a diverse and inclusive workplace and strongly encourages suitably qualified applicants from a wide range of backgrounds irrespective of personal characteristics.*



# WELCOME

Dear Candidate

Thank you for enquiring about this post.

This information pack has been designed to give you, a potential applicant, essential information about our vacancy, school and trust, so you can decide if this should be the next step in your career.

“Wide Horizons, High Aspirations” is our school motto and this underpins our whole school philosophy. We are a school community which does not stand still. Whilst our expectations of academic performance are high, of equal importance are that students enjoy the experience of coming to Warlingham School & Sixth Form College and have opportunities which enable them to develop into young men and women who will contribute positively to society.

Our students tell us they consider this a place where they are challenged by the work, where they are supported by the staff and fellow students and where achievement is part of the everyday vocabulary. We have high expectations in terms of learning, behaviour and attendance which leads to excellent academic progress. We provide an environment that excites, motivates and challenges our students to place no ceiling on achievement and to develop an interest in the world around them. Our ambition is for students to leave Warlingham as successful, confident young people ready to face all of life’s challenges and make a positive contribution to society. We measure our success by meeting the needs of all our students in this truly comprehensive school and believe everyone has a role to play in achieving this aim.

Should you decide this is not the school for you then we thank you for the interest you have shown; however, if this ethos aligns with yours, then I hope you will apply to join our team, support our drive to become outstanding and I look forward to receiving your application. We hope that this pack provides sufficient information to encourage you to take your application to the next stage.

Do telephone or email, if you wish to discuss any aspect of the post.

We look forward to hearing from you.

*Paul Foster*

**Paul Foster**  
Headteacher



# JOB ADVERTISEMENT

We have an exciting new opportunity for a nurture class teacher to focus on developing literacy and numeracy across all key stages, alongside progressing social, emotional and communication skills with some of our most vulnerable students.

We are looking for a passionate and positive individual who is committed to helping all students reach their potential and who can work effectively alongside the experienced and enthusiastic learning development team to create an environment that supports and challenges students to be the best they can be.

More specifically, this new and exciting role will require you to:-

- Plan and deliver mastery schemes in literacy and numeracy to ensure all students are able to reach required standards able to access learning across the curriculum. Provide differentiated work to meet the needs of individuals and groups promoting progression, continuity and quality of learning.
- Support the pastoral needs of the students, creating a safe nurturing space within your classroom that allows students to grow as people and develop a positive sense of self concept, emotional resilience and meta-cognitive strategies to support their learning.
- Accurately assess need, deliver teaching reflective of need, and measure targeted incremental progress, in order that students are prepared for transition and integration into their next appropriate phase of education.
- Liaise closely with the wider school community; sharing information, monitoring and ensuring the implementation of literacy and numeracy strategies across the school.

You need to be patient, enthusiastic, efficient, and highly organised, with the flexibility and confidence to work widely across the school. The role will involve close communication with the English and Maths departments. Additional training and development will be available to support your success in this rewarding role.

You will be joining a forward thinking Trust at an exciting time in its development and will enjoy our many staff benefits which include: -

- Well established and supportive training and development opportunities
- Family friendly policies and wellbeing initiatives
- Employee Assistance Programme
- Lifestyle and retail discounts
- Staff sports and social events

We look forward to hearing from you. Visits welcome



**CLOSING DATE: Sunday 16th April 2023**

*Please note that applications may be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed.*

Wide Horizons  
High Aspirations

# JOB DESCRIPTION

Job Title	Nurture Class Teacher
Phase	Secondary
Accountable To	SENDSCO
Responsible For	N/A
Grade / Scale / TLR	London Fringe + SEN Allowance
Date	March 2023

## Job Purpose

To provide high quality, engaging and inspirational teaching and learning opportunities to all students. To support the success and continuous improvement of the School and the Trust, ensuring that visions and values are shared, promoted and students achieve excellent outcomes.

## Key Accountabilities and Tasks

The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.

## Teaching, learning and progress

- To ensure a high-quality learning experience for students according to their educational needs, meeting internal and external quality standards. Lessons to be planned using a variety of delivery methods which will stimulate learning and ensure progress appropriate to student needs and demands of the syllabus.
- To set and mark work carried out by the student in school and elsewhere, supporting the school's expectations.



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- To use data and assessment to inform planning and intervention.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required adhering to reporting deadlines.
- To be responsible for the care of the teaching rooms and equipment during lesson or tutor group time.
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To contribute to the preparation and resourcing of Department Schemes of Work and policy development, working with other colleagues to develop and teach these.
- To attend Parents' Evenings, meetings and events as specified in the school's annual calendar.
- To contribute to Department enrichment activities.

## Form Tutor

- To be a Form Tutor to an assigned group of students. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To provide 'first line' support and guidance to students to meet their personal development and achievement needs to promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with a Head of House/Head of Year to ensure the implementation of the school's House/Year System and to promote involvement in House/Year activities.
- Evaluate, monitor and report on the progress and achievement of each student in terms of his or her curricular achievements and extra-curricular activities.
- To monitor behaviour, promote school rules and encourage improvement.
- To alert the appropriate staff to problems experienced by students and to take suitable actions to help resolve them.
- To communicate, where necessary and after consultation with the appropriate staff, with the parents and with persons or bodies outside the school concerned with the welfare of individual students.
- To contribute to the House/Year Tutor Programme according to school policy.



# JOB DESCRIPTION

## Nurture Teacher Specific

- Plan and deliver mastery schemes in literacy and numeracy to ensure all students are able to reach required standards able to access learning across the curriculum. Provide differentiated work to meet the needs of individuals and groups promoting progression, continuity and quality of learning.
- Support the pastoral needs of the students, creating a safe nurturing space within your classroom that allows students to grow as people and develop a positive sense of self concept, emotional resilience and meta-cognitive strategies to support their learning.
- Accurately assess need, deliver teaching reflective of need, and measure targeted incremental progress, in order that students are prepared for transition and integration into their next appropriate phase of education.
- Liaise closely with the wider school community; sharing information, monitoring and ensuring the implementation of literacy and numeracy strategies across the school.

## Professional Development

- To take principal responsibility for one's own Professional Development.
- To participate in arrangements for effective performance management.
- To keep up to date with current developments in education and subject specific changes.
- 

## School Community

- To support the development of the school within the Trust and the wider community. strengthening partnerships, promoting community cohesion and establishing a range of inclusive links with partners.
- To support collective decision making.
- To identify opportunities for student engagement and enrichment in community activities.
- To ensure effective liaison with parents and to support open evenings and other school events.

## Safeguarding

- All staff have a responsibility to promote and safeguard the welfare of children in line with the school/Trust Safeguarding and Child Protection Policy



# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS & EXPERIENCE	<ul style="list-style-type: none"> <li>• Qualified Teacher Status/Relevant Degree</li> <li>• Secondary or Primary Trained</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of commitment to further professional development</li> <li>• Experience of teaching at a variety of key stages</li> <li>• Experience of intervention to identify underachievement and raise attainment</li> <li>• Comprehensive school experience</li> <li>• An awareness of the forthcoming changes to the curriculum across all key stages</li> <li>• Professional qualification in special</li> </ul>
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none"> <li>• Excellent subject knowledge</li> <li>• Use of assessment to promote student learning</li> <li>• Awareness of current developments in the teaching of all levels, including KS3, KS4, KS5</li> <li>• Ability to adapt curriculum appropriately to support students with a range of needs.</li> <li>• Appreciation of current developments post 16</li> </ul>	<ul style="list-style-type: none"> <li>• Principles of comprehensive education</li> <li>• Recent experience of teaching students with special and additional needs, including ASD</li> <li>• Understanding of working with challenging behaviour, complex needs and disabilities</li> <li>• Success inter-agency and multi-agency partnership working</li> <li>• Curriculum development, ideally literacy</li> </ul>
SKILLS & APTITUDES	<ul style="list-style-type: none"> <li>• Effective Classroom practitioner</li> <li>• Excellent communicator with effective interpersonal skills and organisation skills</li> <li>• Ability to enthuse students of all abilities</li> <li>• The capacity to function creatively and generously in a mutually supportive team</li> <li>• Quality provision for all students</li> <li>• Able to demonstrate success in promoting the general progress and well-being of pupils and providing guidance and advice on education and social contextual issues.</li> <li>• Creative and innovative approaches to learning</li> </ul>	<ul style="list-style-type: none"> <li>• Confident use of IT</li> <li>• Able to implement curriculum change</li> <li>• Evidence of a reflective and restorative philosophy when managing SEND related challenging behaviour</li> </ul>

# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> <li>• Effective team player</li> <li>• Vision, warmth, energy and enthusiasm</li> <li>• Able to inspire others</li> <li>• Pursuit of high standards - both academic and behavioural</li> <li>• Integrity</li> <li>• Willing to contribute to all aspects of school life</li> <li>• Able to maximise contributions from parents, governors and the school community</li> <li>• Ability to contribute with flair and commitment to the effective performance of the department</li> <li>• Solution focused approach to problem solving</li> </ul>	<ul style="list-style-type: none"> <li>• Resilience to 'start each lesson and day afresh'</li> </ul>
SAFEGUARDING	<ul style="list-style-type: none"> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the School/Trust Child Protection and Safeguarding policy and the Staff Code of Conduct/ Behaviour Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Bullet</li> </ul>

# CONTACT DETAILS & HOW TO APPLY

Please complete the Trust's application form and return it electronically together with any supporting documentation requested to [HR@TandridgeLearningTrust.co.uk](mailto:HR@TandridgeLearningTrust.co.uk).

**CLOSING TIME & DATE: Sunday 16th April 2023**

**INTERVIEW DATE: Wednesday 3rd May 2023**

Please note that applications may be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed.

## Designated Contact for this Vacancy

Name:	Beth Hunt
Job Title:	SENDSCO
Phone Number:	01883 624067
Email Address:	B.Hunt@WarlinghamTLT.co.uk

*Please note that in accordance with our Safer Recruitment practices, CV's will not be accepted.*

*References will be sought for shortlisted candidates prior to interview, unless a specific request is made to the contrary.*





# Warlingham School & Sixth Form College



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Excellent Teaching  
Inspiring Leadership  
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