



Candidate Pack

PMLD Teacher

Permanent Full Time

Location: Rowde Campus

Call us on 01380 850309 or visit our website for more details, www.silverwood.wilts.sch.uk



For more Fantastic Job Opportunities, view our Eteach Page, by scanning the QR code

ABOUT US

Silverwood School is a maintained co-educational special school for pupils aged 4-19 years. We formed in September 2020 with campuses in Chippenham, Trowbridge and Rowde.

This is an exciting time to join Silverwood School as we are expanding our provision with a brand-new building at our Rowde campus. The new building will have a wide variety of new classes and support areas including subject specialist rooms, a hydrotherapy pool and new sensory rooms; it is due to open in September 2024.

Our mission is to enhance opportunities, enjoyment and outcomes for our pupils. We have an ambitious vision 'Building community and Inspiring learning, to create a truly integrated and inclusive system of outstanding education for all young people with special educational needs and disabilities (SEND). Our SEND Support and Training Service, which contributes to our vision of 'Building Community; Inspiring Learning' supports the advancement of excellence in education for young people with special educational needs and disabilities in Wiltshire and beyond.

Silverwood School is proud to be a Values Based Education (VBE) School. We place our shared values at the heart of everything we do. Our values are principles that guide all our actions, decisions and relationships. At Silverwood School, we have chosen cooperation, courage, honesty, perseverance, respect and kindness as our six shared values. VBE goes beyond learning what our values mean; it encompasses living and experiencing our values every day.



INTRODUCTION

We are looking for a part-time enthusiastic and talented teacher to join a supportive team of professionals who are committed to raising standards and using innovative ways to enhance the learning experience of our pupils. We need an outstanding classroom practitioner who has a passion for ensuring all pupils achieve their potential.

Visits to the school are encouraged and warmly welcomed, by prior arrangement.

THE ROLE

You will be responsible for pupils within the secondary age phase with profound and multiple learning difficulties severe learning difficulties and autism.

The class follows a pre-formal and semi-formal curriculum, incorporating learning, therapy and health needs and is supported by an experienced team of Teaching Assistants. The successful applicant will also be expected to be a key member of a curriculum team.

You will need to have an excellent understanding of child development, and experience of teaching pupils with SEND as well as experience successfully teaching pupils with complex needs, including ASD/SLD/PMLD. You will need to be a willing and inquisitive learner yourself and have the ability to work as a team with your own class and within the Silverwood School community.



SALARY

Teacher pay rates, MPS/UPS plus an additional SEND allowance. The level at which this is paid will be dependent on experience

Silverwood School is committed to all aspects of personal development, it is inclusive and seeks to ensure every individual achieves. You will be part of the Teacher's Pension Scheme, Wiltshire Employee Rewards, offered continuous professional development and a comprehensive wellbeing package.

TERMS

This role is a full-time teacher position, 1 FTE based at our Rowde campus (SN10 2QQ).

Start date: 1st September 2024

HOW TO APPLY

Please visit our Eteach page to download an application form.

<https://www.eteach.com/careers/rowdeford-wilts/>

Please note we cannot accept CVs and our standard application form must be completed.

Please note if significant applications are received, interviews may be held earlier and the advert will be closed.



MORE INFORMATION

This appointment is subject to enhanced DBS, medical and reference checks. Silverwood School is committed to Equal Opportunities and to safeguarding and promoting the welfare of its pupils.

Please visit our school website for further details on Silverwood School

<https://www.silverwood.wilts.sch.uk/>

Alternatively, please email HR@silverwood.wilts.sch.uk

JOB DESCRIPTION

Responsible to the Director of Learning, Head of Learning and Assistant Head of Learning

Staff for whom responsible: Teaching Assistants

PRINCIPAL DUTIES

- To promote the aims and objectives of the school as laid down by the Governing Body.
- To promote the development of the Equal Opportunities Policy throughout all aspects of school life.
- To ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils, in accordance with the aims of the school and the curricular policies of the school.
- To monitor and support the overall progress and development of pupils.
- To have oversight of a subject area on the campus you are based, working collaboratively with equivalent subject leaders on other campuses.
- To provide excellent and ambitious learning opportunities for all pupils.
- To register classes taught at the commencement of morning and afternoon sessions.
- To work with colleagues to formulate aims and objectives which have coherence and relevance to the needs of pupils and to the aims and objectives of the school.
- To ensure that the planning of activities reflect the needs of the pupils and the aims and objectives of the school.
- To cater for pupil with specific educational needs and to provide adaptation to the curriculum to support pupils needs.
- To assist in the implementation of Inclusion Support systems so that effective learning takes place.
- To implement the process of assessment, recording and reporting on the development, progress and attainments of pupils through Evidence for Learning and other Schools systems.
- To maintain an up-to-date professional knowledge of developments within a range of subjects, periodically reviewing methods of teaching and programmes of work.
- To participate in arrangements for further training and professional development as a teacher in accordance with the school's Performance Management procedures.
- To attend all appropriate professional meetings as defined by the school's Directed Time.
- To provide work for the class affected by your absence when this is by prior arrangement.
- To co-operate and participate with the Senior Leadership Team (SLT) in administration, activities and management.
- To maintain an appropriate and stimulating work environment that meets the sensory and communication needs of the pupils.
- To implement, in a professional manner, agreed school policies.
- To safeguard and promote the welfare of pupils and take steps to prevent any child from suffering ill treatment or neglect in accordance with the school's Child Protection Policy. Be familiar with and adhere to the Child Protection procedures adopted within the school and report to the DSL or DDSL with any concerns.
- To work with schools, parents, key agencies and young people with a range of SEND needs and diagnoses to ensure effective and successful inclusion.
- To adhere to the Cycle of Evaluation and school priorities identified through development planning.
- To assist in the process of target setting within curriculum areas and outcomes identified on EHCPs, and to work towards the achievement of these.
- To help establish common standards of practice and support the development and effectiveness of teaching and learning across your curriculum/subject area



- To cater for pupil with specific educational needs and to provide adaptation to the curriculum to support pupils needs.
- To contribute to school procedures for Lesson Visits and Learning Walks.
- To participate in the monitoring and evaluation of your curriculum/subject area in line with agreed school procedures including evaluation of quality standards and performance criteria.
- To seek and implement modification and improvement where required within your curriculum/subject area.

GENERAL CLASSROOM RESPONSIBILITIES

- To ensure that pupils are appropriately and fully assessed in line with the school's assessment procedures.
- To ensure that suitable and appropriate individual, group and class programmes of work are prepared, implemented and evaluated in accordance with school policies.
- To ensure that pupils' records of progress are maintained and recorded in accordance with school procedures.
- To analyse and evaluate performance data.
- To co-ordinate and compile reports on children as required, including Annual Reports, Pupil Progress meetings and EHCP Reviews.
- To ensure that necessary resource material is available, co-ordinated and accessible for efficient implementation of individual, group and class work and to update such material as necessary within budgetary constraints.
- To ensure that all classroom resources are properly maintained and accommodated as securely as possible.
- To promote appropriate parental, and community links.
- To liaise with teaching and non-teaching staff, and outside agencies with regard to the education and safeguarding of pupils at the school.
- To liaise with other staff members with regard to the effective and smooth transition and inclusion of pupils across the school and the wider community.

- To promote good practise with AAC and ICT to support the needs of pupils with severe and complex needs.
- To work with Teaching Assistants, ensuring that they are appropriately directed and managed in accordance with the policies and procedures of the school.
- To follow the school's procedures for educational visits, risk assessments and learning outside the classroom.

CONDITIONS OF SERVICE:

The post holder will be required to undertake any other duties of an equal nature appropriate to the post as determined by the Head of Learning. The Conditions of Employment applicable to teachers in accordance with the School Teachers' Pay and Conditions Document apply to this post. To be responsible for and committed to safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.



PERSONAL SPECIFICATION

CRITERIA	QUALITIES
Qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree
Experience	<ul style="list-style-type: none"> • Recent and relevant experience of ASC, SLD and/or complex autism • Evidence of recent, ongoing professional development and commitment to further develop your skills • Experience of positive behaviour management approaches
Skills and knowledge	<ul style="list-style-type: none"> • Able to coordinate and teach necessary specialist areas • Awareness of strategies and approaches relevant to teaching pupils with complex learning difficulties • Ability to engage learners and adapt activities to reach all abilities successfully • Ability to be creative and to complete work efficiently and effectively • Knowledge of and commitment to equal opportunities, inclusion and outreach • Emotional resilience in working with challenging behaviour • Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
Personal qualities	<ul style="list-style-type: none"> • Good ICT skills • Ability to work on own initiative. • Flexible. Good communicator. • Good organiser. • Good team player. • Fitness to teach. • Good sense of humour • Good 'people' skills. • Enthusiasm and dynamism. • Energy. • Vision. • Commitment - someone who is prepared to 'go the extra mile'.