



# **LANSDOWN PARK ACADEMY**

INCLUDE RESPECT NURTURE PROMOTE INNOVATE

## **Applicant Information Pack**

**PSHE/ASDAN Teacher**  
(Outdoor Education)

**MPG/UPS + SEN 1**

Dear Applicant,

Thank you for your interest in the position of PSHE / Outdoor Education Teacher at Lansdown Park Academy. The Academy Council, Trust and Head Teacher, seek to appoint an exceptional and passionate practitioner of PSHE/ASDAN and outdoor Education.

Lansdown Park Academy is part of the Learn@ Multi Academy Trust. We are a specialist Academy for Key Stage 1 - 4 students who have been permanently excluded, or close to permanent exclusion from Mainstream Schools across Bristol and BaNES. Most of our young people attend with us on a short term basis, however some young people may need to remain with us for longer. The majority of young people that join us have underlying SEN needs; including SEMH, Cognition and Learning, Communication and Interaction and Physical and Sensory issues. We recognise the importance of an inclusive approach to meeting young people's needs and promoting the importance of learning and personal achievement.

The main personal attributes we are looking for is the capacity to enthuse, engage and inspire our young people, through a deep understanding of the PSHE/ASDAN content and concepts, with the ability to enliven the subject to meet a range of needs. Due to the nature of our young people and historic gaps in education, this post requires a good knowledge and understanding of the issues affecting young people, the ability to be creative and practical in teaching, identify gaps in understanding and provide accurate, individual targets, to ensure pupils make expected progress and narrow the gaps they have with their mainstream peers. As a PSHE / Outdoor Education Teacher, you will need to be flexible, with the ability to deliver on a range of themes and topics. You will be leading class groups as part of our PSHE offsite curriculum, to develop their cultural capital and outdoor learning. The ability to offer ASDAN accredited courses of DoE would also be desirable. This post represents an excellent opportunity for either a teacher eager to enter special school teaching, or someone already experienced in this sphere of education / offsite / outdoor education. You will be an outstanding practitioner, who is passionate about making learning effective and enjoyable, leading groups and championing student success. The appointed candidate will need to have the highest levels of integrity, as well as excellent communication skills and will contribute to our journey in driving PSHE and outdoor education forward, in order to facilitate learning experiences that gives young people the opportunity to achieve their individual potential.

I hope you find the information helpful. If you feel that this is a post for which you would

like to apply, please complete all sections of the Application Form, including the Equal Opportunities monitoring (CVs are not accepted) and return it to Amy Isherwood, School Administration by either of the following ways:

Email: [Amy.isherwood@lansdown.learnmat.uk](mailto:Amy.isherwood@lansdown.learnmat.uk)

Post: Lansdown Park Academy,  
Stockwood Lane,  
Bristol,  
BS14 8SJ

**The closing deadline for applications is 6<sup>th</sup> December 2021**

Please ensure you provide the name, addresses (including email addresses where possible) of two referees, one of whom should be your current direct Manager. Candidates should be aware we will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.

Interviews will be on the 7<sup>th</sup> December 2021. If you have not been invited to attend by 6<sup>th</sup> December 2021 you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.

Visits are welcomed. Please contact Amy Isherwood, Administration on 01225 430009 if you would like to visit.

Yours sincerely  
*Nicholas Lee-Wells*  
Head Teacher

## **JOB DESCRIPTION**

**School:** Lansdown Park Academy

**Title of Post:** PSHE/ASDAN (Outdoor Education) Teacher

### **Organisational Relationships**

The Teacher, as a member of staff at the Academy, is required to carry out their professional duties in accordance with the Articles of Government of the Academy Council with the professional standards for Teachers and the Academy's Teacher's Pay and Conditions Document or any amending or substituted order.

### **Main Responsibilities**

**To Teach PSHE / ASDAN and Outdoor Education at Lansdown Park Academy, Stockwood (Main timetable).**

- To teach PSHE and Outdoor Education with an expectation of high standards that maximizes achievement of young people within the Academy.
- To teach a class of mixed age groups a curriculum which is both stimulating and challenging within a well organised learning environment. The Academy's policy on assessment, planning, recording and reporting will be followed.
- To assist and report to the Head of the Academy in evaluating and monitoring the standards of teaching and learning within their area of subject co-ordination across the whole Academy.
- To organise a classroom and safe outdoor education learning environment which consistently supports educational, social, emotional and mental health needs of all the young people in the class, including setting and regularly reviewing PSP's, IEP's and EHCPs.
- To be an integral member of the Academy to provide quality behaviour management systems, in line with health and safety requirements and ensuring young people maximize their potential through a consistent approach.
- To recognise and promote partnership between home and the Academy for pupils.
- To establish and maintain effective communication procedures between themselves and other professionals who work within the Academy such as Learning Mentors and Learning Facilitators. This will also include other professionals such as Educational Psychologists, Speech and Language Therapists and Health staff.
- To keep up to date with current educational thought and developments by reading and attending courses to further good practice. This includes an understanding of social, emotional and mental health difficulties, and an ethos that supports an inclusive approach to teaching and learning.
- To provide written evidence/verbal feedback on young people's progress for Academy reports/ School Engagement Meetings/Parents' Evenings, including the use of the school's assessment programme in providing regular, up to date feedback to the young people they work with (e.g. Prism).

- To provide written reports based on pupil progress in line with Examination frameworks (GCSE - AQA / EDEXCEL / ASDAN / Entry Level)
- To cultivate a professional partnership with Learning Facilitator's (LF's) and involve them in planning, delivery and understanding the work being done with the class and outdoor education curriculum.
- To assist in providing daily organisation for the Academy with support for appropriate cover duties/break duties as necessary in line with Teachers' Conditions of Service. Also to support the Academy's commitment to extended trips and residential camps for the young people.
- To comply with the Academy's policies and procedures including safeguarding and positive intervention.

**Curriculum Provision:**

- To liaise with the Deputy Head/Head Teacher to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the Academy Development Plan/School Self Evaluation.
- To be accountable for the development and delivery of curriculum area subject(s).

**Curriculum Development:**

- To support curriculum development for the PSHE and Outdoor Education department and teach PSHE / Outdoor Education across the Academy (KS3 – KS4)
- To keep up to date with national developments in the subject area as well as teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To ensure that the development of curriculum area subjects is in line with national developments.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at the start of the year and it may be subject to modification and amendment at any time after consultation with the holder of the post.

**Knowle DGE Academy**

(PSHE / Outdoor Education)

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Teaching Degree or PGCE.</li><li>• Willingness to participate in further professional development.</li><li>• Degree subject training specific to the teaching degree/PGCE</li></ul>	<ul style="list-style-type: none"><li>• Qualification in Special Educational Needs</li><li>• Outdoor Education Qualification</li><li>• EVC Qualification</li></ul>
<b>Experience</b>	Teaching children in KS 3/4 At least 1 of the following: <ul style="list-style-type: none"><li>• ASCN/SLCN Teaching</li><li>• Experience of working with children with challenging behaviour.</li><li>• Experience of working with SEND in either a special or mainstream setting.</li><li>• Experience of leading outdoor Education for SEMH young people</li><li>• Experience of delivering Duke of Edinburgh /ASDAN awards and qualifications</li></ul>	<ul style="list-style-type: none"><li>• Teaching students with SEMH, ASD, MLD.</li><li>• Teaching in a specialist provision.</li><li>• Middle management/ Leadership training and/or experience.</li><li>• Experience leading a team</li></ul>
<b>General Knowledge</b>	<ul style="list-style-type: none"><li>• Excellent behaviour management skills.</li><li>• Excellent communication skills.</li><li>• Excellent ICT skills.</li><li>• Experience of and commitment to team work in planning, delivery, review and development.</li><li>• Knowledge of safeguarding requirements and actions.</li></ul>	<ul style="list-style-type: none"><li>• Disability Equality awareness.</li><li>• Team Teach Qualification</li></ul>

	<ul style="list-style-type: none"> <li>• The ability to assess and evaluate pupil attainment and plan subsequent teaching accordingly.</li> </ul>	
<b>Subject Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of with Duke of Edinburgh and ASDAN awards</li> <li>• Knowledge of PSHE / Citizenship frameworks</li> <li>• Excellent teaching skills with knowledge/experience of and proven quality in subject area of specialism.</li> <li>• Effective tracking of pupils' progress in a curriculum area and implementing strategies to raise standards with the ability to work alongside other professionals to deliver a bespoke curriculum for each pupil.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience and knowledge of programmes of study for example entry level, function skills, GCSEs</li> <li>• Experience of teaching KS3 /4</li> <li>• Ability to be flexible and teach another subject area.</li> </ul>
<b>Attitude</b>	<ul style="list-style-type: none"> <li>• Commitment to the provision of high quality education and pastoral care for all pupils.</li> <li>• Able to demonstrate a commitment to safeguarding and promoting the welfare of children and young people.</li> <li>• Commitment to a team ethos/approach.</li> <li>• Commitment to continued professional development.</li> <li>• Positive ethos to working with parents, colleagues and Academy Councilors.</li> <li>• Good sense of humour.</li> <li>• Believes in Inclusive Education and building relationships (holistic approach).</li> <li>• Commitment to parental partnership in education and developing links between school, home &amp; the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to supporting residential trips/camps for young people.</li> <li>• Commitment to After-school clubs.</li> </ul>
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• Non smoking environment.</li> <li>• Physically fit and able to use Team Teach (Physical Intervention,</li> </ul>	<ul style="list-style-type: none"> <li>• Clean driving license</li> </ul>

	techniques when necessary). <ul style="list-style-type: none"><li>• Driver (Mini Bus) and MIDAS trained</li><li>• Clean Driving license</li></ul>	
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Signed \_\_\_\_\_  
Date \_\_\_\_\_

### **Explanatory Notes**

Applications will only be accepted from candidates completing the appropriate Application Form. Please complete ALL Sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

### **Safeguarding Children & Young People**

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

1. Candidates should be aware that all posts in Lansdown Park Academy involve a degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.
2. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
3. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

### **Interview Process**

After the closing date, short listing will be conducted by a Panel, who will match your skills/ experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements such as a current driving license including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
- Where appropriate any documentation evidencing a change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of supporting positive behaviours.

### **Conditional Offer: Pre-Employment Checks**

Any offer to a successful candidate will be conditional upon: -

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity and qualifications
- List 99 Check

- Satisfactory DBS Enhanced Disclosure
- Verification of professional status such as GTC registration, QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period.
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

**You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or ISA and/or other relevant investigating bodies.**