



Hazel Wood
High School



SEMH Teacher – Maternity Leave Cover

Candidate Pack



Part of the

Oak



Learning Partnership

SEMH Teacher – Maternity Leave Cover

Welcome from the Headteacher

Dear Candidate,

I am privileged to be the Headteacher of Hazel Wood High School. This is a truly inclusive and diverse community where we foster a culture of mutual respect, responsibility and aspiration.

I am immensely proud of our most recent Ofsted inspection, which graded Hazel Wood High School as "Good" in all areas. This outstanding achievement is a testament to the dedication, hard work, and commitment of our exceptional staff, students, and parents/carers who collectively contribute to our school's success. The Ofsted report commends our school for its calm and purposeful learning environment, carefully thought-out programme that promotes personal development, good student progress, and positive school ethos. Our talented and passionate teaching staff consistently go above and beyond to provide stimulating and engaging lessons, having high expectations and fostering a love for learning within our students. The report highlights the outstanding support and guidance our staff provide to every student, ensuring they receive the tailored attention they deserve.

The cumulative impact of all our school improvement work has resulted in us being the most improved school in our area. Attainment and progress indicators at Key Stage 4 have dramatically improved and our Progress 8 score is now above average; student numbers are healthy across all year groups, attendance levels have dramatically improved, and exclusions are falling. Our school has a good reputation for being caring and inclusive and is highly regarded by its local community.

We have high expectations of our staff and a great emphasis on pupil care, which includes a particular focus on outstanding quality teaching and learning, with the aim of achieving excellent outcomes for all students. At Hazel Wood, we place emphasis on effective behaviour management and high-quality teaching, and we support staff to actively apply these within the classroom every day. This, in turn, facilitates the students' ability to understand and meet our expectations.



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Welcome from the Headteacher

We believe that all our students deserve the very best education that we can provide, and our teaching staff aspire to raise the standards and quality of teaching and learning. This is encouraged through inspiring, and supporting, colleagues with bespoke CPD; and by ensuring that best practice is shared and embedded. Having the right team in place is essential to this.

Hazel Wood High School are seeking to appoint a well-qualified, highly motivated, and enthusiastic SEMH Teacher to join our Aspire Centre. Aspire is our own on-site alternative provision for pupils that require a bespoke programme that is tailored to support their individual needs. You will be part of an excellent team and provided with extensive support that will enable you to develop to your full potential both in this role and beyond.

As a part of the Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Hazel Wood High. This is an exciting opportunity to work in a forward thinking school, to make a contribution towards shaping its future and build on its successes. This appointment will form a key element in the next phase on our journey to outstanding. If you would like to join our excellent team, then we would like to hear more about you.

Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on **0161 797 6543** or by e-mailing enquiries@hazelwood.oaklp.co.uk to arrange an appointment.

We ask that you do not send CV's, please complete and send your application form and a personal statement to hr@oaklp.co.uk

We encourage you to visit our website to discover more about our values, ethos, and the amazing work we do at Hazel Wood. www.hazelwoodhigh.co.uk

I hope that when you have read the information enclosed, you will be encouraged to apply for this important post. We look forward to receiving your application.

Adele Hulton
Headteacher at Hazel Wood High School



Hazel Wood
High School



"Pupils are happy to attend this school. They wear their uniform with pride. Leaders have high expectations of pupils' behaviour. In the main, this ensures a calm and purposeful learning environment for pupils. Pupils benefit from being part of a diverse and respectful school community".

**Ofsted Report,
March 2023.**

Inclusion is at the
heart of our trust

Introduction to Our Trust

Dear Candidate,

Thank you for your interest in this post at Hazel Wood High School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

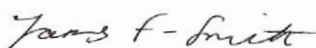
Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:
www.oaklp.co.uk



James Franklin-Smith
CEO of Oak Learning Partnership

Oak 
Learning Partnership

oaklp.co.uk





“Leaders have identified the important knowledge that they want pupils to know and remember. They have ordered learning carefully to allow pupils to build their knowledge logically over time. Teachers are experts in their subjects, and they use their subject knowledge well to devise appropriate learning activities for pupils. Teachers’ consistent application of leaders’ behaviour policy means that learning is rarely disrupted by poor behaviour”.

Ofsted Report,
March 2023.

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Salary: Main Pay Scale 1 – Upper Pay Scale 3 plus SEN allowance (£2,679), actual salary £34,329 - £51,763

Hours: 1265 hours per annum worked as per the Teachers Pay and Conditions.

Job Description

Normal place of work: Hazel Wood High School, although you may be asked to contribute towards trust wide projects.

Normal working hours: 1265 hours per annum worked as per the Teachers Pay and Conditions.

Responsible to: Director of Faculty.

This is a temporary role until the previous post holder returns from Maternity Leave.

PURPOSE OF THE POST

- To teach and be responsible for the KS3 or KS4 class within the Aspire Centre, depending on the needs of the provision.
- To implement the aims and objectives of the school.
- To undertake such duties and administrative tasks as may be reasonably directed by the Headteacher.
- To participate in and contribute to, appropriate CPD provided by the school and the trust.
- To assume a reasonable proportion of the corporate responsibility for the behaviour, supervision and safety of pupils whilst on school premises and/or on official out-of-school activities. In particular, to carry out a share of supervisory duties in accordance with published rosters.
- To contribute to broader aspects of school life as opportunity and situations make relevant.
- To participate in appropriate meetings with colleagues and parents as relative to the above duties.

MAIN DUTIES AND RESPONSIBILITIES

- To contribute to the planning, preparation, delivery and recording of the curriculum for pupils within the Aspire Centre in order to achieve the highest outcomes for students.
- To manage appropriate resources for the Aspire Centre and ensure that they are used efficiently, effectively and safely.
- Ensure that personalised programmes of work are in place with the ability to understand how each child communicates being at the heart of each programme.
- To maintain high standards of pupil behaviour and good order within the classroom and around the school and pursue appropriate action when pupils fail to respond.
- To uphold the ethos aims and values of the school, its policies and codes of practice at all times and in all circumstances and to lead by example playing a full part in the life of the school and celebrating students' successes.

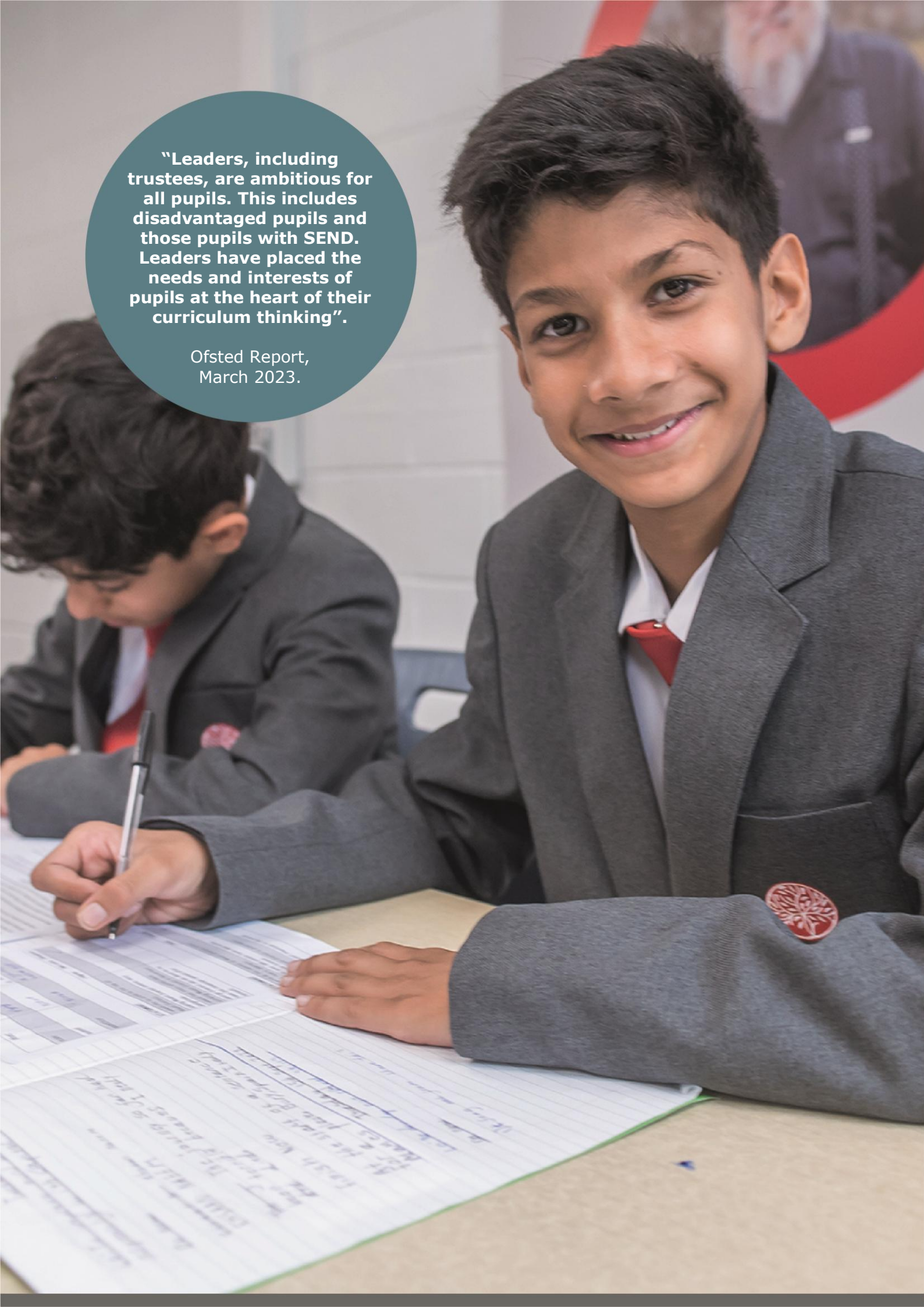
- Raise achievement and aspirations of the pupils by providing challenge, opportunity and recognising and celebrating success.
- Liaise effectively with parents, external agencies, and Trustees.
- Carry out the general and specific professional duties as set out in the current 'School Teachers Pay and Conditions' document.
- To liaise with, and work alongside, the Pastoral Lead and Mentor of Aspire to ensure pupils make outstanding progress.
- To work with the Pastoral Lead and Mentor of Aspire to maintain contact with parents and carers to update on progress and provision.
- To liaise with, and build effective relationships with, external agencies.
- To work with the Pastoral Lead and Mentor of Aspire to develop and implement intervention groups and support for the students within the Aspire Centre.
- To work with the SENDCo to ensure that a holistic approach is taken to the delivery of the curriculum.
- To work with the SENDCo to meet the needs of those students who have current EHC plans.
- Contribute to and attend annual reviews for students with EHC plans.
- To build effective relationships with Directors of subjects to make clear links between the curriculum in Aspire and the Whole School.
- To carry out assessments and complete pupil records, report, profiles, in the Aspire Centre in line with school and departmental policy.
- To attend Open Day/Parents' Evenings for pupils in the Aspire Centre.
- To attend key events in the school when required.
- To take part, when relevant, in external requirements for the preparation of pupils for public examination, e.g., assessment and recording of work, supervision of examinations or related systems of assessment.
- To contribute to the setting of internal examinations, their supervision, marking and reporting, according to school policy.
- To take responsibility for the line management of staff as delegated by the Headteacher.
- To assist in the production of reports as required by SLT/Trustees with regards to the Aspire Centre.
- To support and develop the day-to-day links with the wider school to ensure reintegration, where appropriate, is successful for the students in the Aspire Centre.
- To take responsibility for teaching and other equipment/ rooms used, including their good organisation and management (e.g., display, stock equipment).
- To act as form tutor with the associated responsibilities of such a post – as directed by the Headteacher.
- To undertake a share of general supervisory duties at break, before and after school in accordance with the duty rota.
- To play a significant part in organising and running extra-curricular activities and aid in the development of the Aspire Centre.

SEMH Teacher – Maternity Leave Cover Person Specification

CRITERIA	Experience, Qualifications and Training: On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:	
ESSENTIAL	DESIRABLE	
	<ul style="list-style-type: none"> Degree-level qualification or comparable learning experience and/or relevant professional qualification. Qualified teacher status. Evidence of improved student outcomes. Successful teaching of SEND pupils and be able to demonstrate impact. 	<ul style="list-style-type: none"> Excellent classroom practitioner who is passionate about teaching. Recent and relevant experience of working successfully within a school or LA. Some experience of supporting and developing staff. Additional qualification/professional development in Special Educational Needs.
CRITERIA	Ability, Skills and Knowledge: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:	
ESSENTIAL		
	<ul style="list-style-type: none"> Ability to work collaboratively within a school. High level people skills including communication and intrapersonal skills. Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines. Ability to establish positive beneficial relationships with staff and students. Ability to monitor and evaluate student achievement and report results. Ability to use formative and summative assessment for progress and development. Be an honest and open person. You must be receptive to change. Creative, reflective and analytical. Be aware of the importance of work/life balance. Go the extra mile. 	
CRITERIA	Personal style and behaviour: In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:	
ESSENTIAL		
	<p>Must be able to show evidence of a strong commitment to:</p> <ul style="list-style-type: none"> Knowledge and understanding of GCSE and vocational qualifications and their suitability for groups of students. To have a practical pedagogy which gives students opportunities to create, perform and evaluate. To have good subject knowledge. To be prepared to adapt the curriculum at KS3. Clear understanding and commitment to equalities, inclusion and access issues. Genuine commitment to young person participation in evaluation and decision-making. Safeguarding of children and young people. 	

“Leaders, including trustees, are ambitious for all pupils. This includes disadvantaged pupils and those pupils with SEND. Leaders have placed the needs and interests of pupils at the heart of their curriculum thinking”.

Ofsted Report,
March 2023.





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enquiries@hazelwood.oaklp.co.uk

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