

SOUTHFIELD SCHOOL



Recruitment Pack
SEN Teacher

Letter from the Headteacher

Looking for a challenge? Have a desire to work in an environment where you can make a 'real' difference to the lives of young people? If so, Southfield School could be the place for you.

We are a family where no two students are alike, and no two members of staff are alike. Our pupils all have challenging communication difficulties/ASD and associated conditions.

Our school vision is to support all children, so they thrive during their time at Southfield School and are prepared socially, emotionally, and academically for their next steps in education. Collaboration with parents and carers and the entire multi-disciplinary team who support our students is vital and key to our success.

Everyone plays a part in the future of our students with staff skills being utilised in order that we have a huge range of expertise, to support our students and families.

We are looking for like-minded, resilient staff who are passionate and who can work in a team.

Come and join us and make a difference to the lives of children every day.

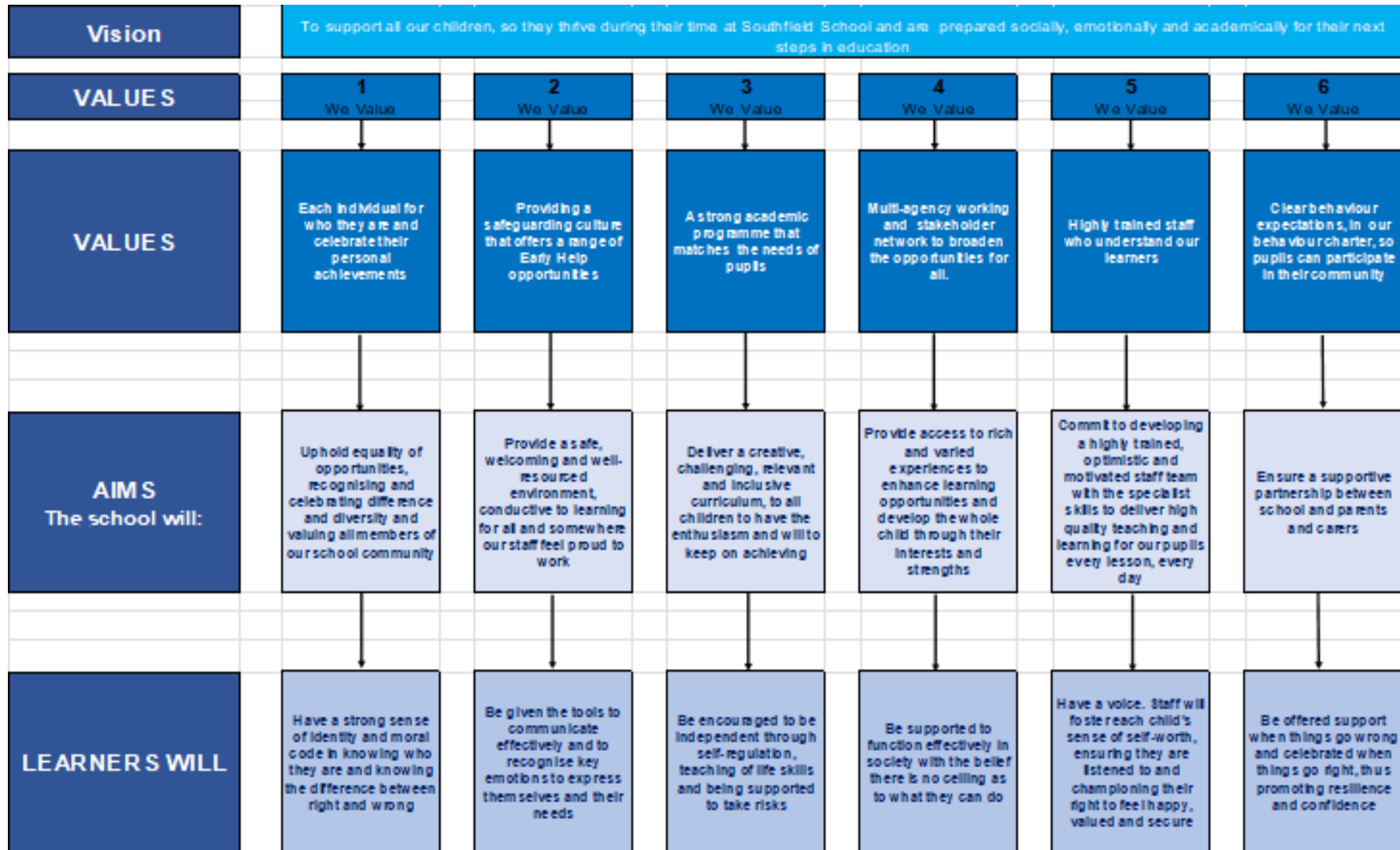


Angela O'Rourke

Headteacher



OUR VISION AND VALUES



SEN Teacher – Recruitment

Job Title:	SEN Teacher	Grade:	MPS – UPS (for right candidate)
Salary: £31,350 - £46,179 + SEN point £2,539		Location:	Southfield School Hatfield
		Start Date:	January 2025
Closing Date:	8th November 2024	Interviews:	15 th November 2024

Southfield is a primary school for approximately 80 pupils with Learning Difficulties, which include, Autism, Speech Language and Communication Needs, Global Developmental Delay, and other conditions. We are thrilled to announce that our school is expanding to accommodate the growing number of students. We are hoping that pupil numbers will increase to 100.

Admissions are via the Local Authority, and the present criteria is that children are accessing learning approximately 34-50% below their chronological age. We follow the EYFS and Key Stage 1 National Curriculum and adapt these to meet the individual interests and needs of our pupils. We do this through a 3 Phase curriculum. Priority is given to communication, self-regulation, independence and functional Literacy and maths. We use a wide range of approaches and strategies to support learning, including multi- sensory communication, social stories, TEACCH and Hertfordshire Steps. We also work with a range of other professionals, from advisers in the Local Authority to Therapists and social care colleagues. Access to sporting and creative arts organisations, provide a range of enhanced learning opportunities, both in school and the local area.

We are seeking to appoint a highly motivated Teacher, with SEN experience, who would love the opportunity to make an impact on the teaching and learning at Southfield school.

The successful candidate will work in small classes of children who are not yet working at age related expectations. All pupils have an EHCP, which often states a diagnosis of Autism and associated Speech, Language and Communication needs. Children may demonstrate challenging behaviours.

Southfield school is ambitious and committed to the personal development of all staff. There are excellent opportunities for high-quality CPD and we are keen to support you in your development.

In return, you will benefit from working with a dedicated team of staff focused on delivering outstanding learning. You will be actively encouraged to give your input, as we make significant improvements within the school.

Visits to the school for potential candidates are warmly welcomed. Please contact the school office to book an appointment.

You may not have the formal qualifications of a teacher but can equally match them in skills, knowledge, and experience. If that sounds like you, then you could be the person we are looking for.

You will be passionate about enabling every child to fulfil their potential and committed to teaching. Candidates who are innovative, really understand the children, help to engage them in learning, have excellent behaviour management strategies and who are willing to take part in the overall life of the school are strongly encouraged to apply.

We need someone who has a passion for learning, to ensure pupils make great progress but also be keen to pursue your own professional development.

Please refer to the job description and person specification for further details.
A visit to the school is advised. Please contact the admin team to arrange a date.

*Southfield School is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. We are also committed to the equality of opportunity for all. Applicants for this post must be willing to undergo child protection screening, including reference checks with previous employers and the Disclosure and Barring Service. We will also complete online social media checks.
In line with our safer recruitment policy, we will take up references prior to interview, this will include a reference from your most recent employer.*

Employee Benefits

Working at Southfield School is more than just a job – it's a career with meaning, and whether you are working directly with our young people or in a supporting role, the work you do ultimately helps to change lives.

We recognise that our employees are the key to helping us achieve our ambitions and deserve to be valued and supported.

Our rewards and benefits include:

- 24-hour employee assistance programme for advice, information and support
- Access to the Local Authority Employee Benefits and Discount Platform
- Local Authority Cycle to Work Scheme
- Long Service Awards
- High quality training offered through face to face, virtual and through various providers free of charge
- Free care parking on site
- Contribution towards staff uniform
- Free refreshments and staffroom area
- Tax relief may be available on staff uniform
- Staff recognition scheme
- Termly staff raffles
- Highly supportive team environment
- Support with career progression
- Pension Scheme – Please follow the link for further information regarding Teacher Pensions and rates of contributions. <http://www.teacherspension.co.uk/>