

Candidate Pack

[SEN Teacher]

[MPS / UPS £25,714 - £41,604 & SEN
Allowance]

Plus SEN Allowance
Required as soon as possible

Apply for something different | Apply to make a difference

Apply to work with The Evolve Trust

"The Evolve Trust aims to create a family of academies in the Mansfield region and beyond, enabling an increasing number of children and young people to fulfil their potential and providing them with greater access to a diverse range of opportunities when they leave school"

We are committed to providing exceptional learning opportunities and outstanding educational outcomes for all our pupils in the Mansfield locality and beyond. Our aim is for every child and young person to benefit from a world class education, one which inspires our schools' communities to achieve more than they thought possible. Our commitment to these aims is evident through our working practices, which focus on making the difference to the life chances of all our pupils and students.

Academy staff and students work and learn together as our practice is continuously improved to bring about the changes required to deliver on our ambitious aims. As a Trust, we prioritise achievement and inclusion by valuing individuals. We meet these priorities by excelling in putting in place, for both students and staff, personalised learning pathways and pastoral care that seeks to address barriers to learning experienced by anyone.



Claire Marie Cuthbert - CEO for the Evolve Trust

"To open minds, creating opportunities for all to believe in themselves, achieve their potential and develop the skills needed to succeed and enjoy life".

"The Beech Academy, which is part of the Evolve Trust is a high achieving Special Education Needs School with a great tradition of success."

Dear Candidate,

Our vision is to open minds, creating opportunities for all to believe in themselves, achieve their potential and develop the skills needed to succeed and enjoy life.

The Beech Academy, which is part of the Evolve Trust is a high achieving Special Education Needs School with a great tradition of success. We believe that an outstanding education develops our students academically, socially and morally, giving them the skills to be successful in whatever they do once they have left us.

We feel it is important for our young people to develop outside of the classroom and we offer a wide range of enrichment and extra-curricular opportunities to help prepare our students for the next stage of their education, training or employment.

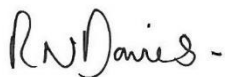
As a 'Values' driven Multi Academy Trust, everything we do is centred around these principles. To achieve this, our students aspire to display the following 5 values in all they do:

- **Ambition:** Fulfil your potential
- **Integrity:** Be honest & trustworthy
- **Inclusivity:** Respect for everyone
- **Endeavour:** Always work hard
- **Resilience:** Never give up

We believe that secondary education represents a major stage in the life of each young person and so we aim to work together with parents, carers, governors, agencies and the local community to support our young people; enabling them to develop and grow within this community and in building together a real sense of identity within The Beech Academy as part of the Evolve Trust.

As an Academy that caters for young people with a range of special needs including Autistic Spectrum Condition and moderate learning difficulties, we work on a daily basis to turn 'I cant's in to I cans' and as the Head of School of the Beech Academy, I am proud to recommend it to you.

We recognise the equal value of each individual young person and we aim to provide the best possible opportunities for your child. We look forward to welcoming you to our community.



Neil Davies – Head of School for the Evolve Trust

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The Evolve Trust are seeking to appoint a new member of staff to join a supportive team, who are strongly focused upon raising standards for students.

A career with Evolve has unlimited opportunity. We are passionate in supporting staff with their professional development and believe that the more we invest in our staff the more successful we will become as a Trust.

This post is a superb career opportunity within a multi-academy trust that has:

- A generous Government supported pension scheme.
- National Living Wage Employer working towards accreditation.
- Been Ofsted rated Good and has already made strides towards achieving Outstanding in all our academies.
- Students who are willing and eager to learn.
- A track record of innovation and development.
- Is recognised for improving the quality of education in other schools.
- A proven track record for developing staff, securing good outcomes, good behaviour and good leadership.
- An excellent staff wellbeing scheme.

As part of The Evolve Trust the successful candidate will have the opportunity to:

- Benefit from CPD through Trust academies as well as opportunities to work with colleagues from primary and special education backgrounds.
- Access CPD through our membership of 2 Teaching Alliances, benefitting from accredited leadership development programmes as well as extensive training suitable for all career stages.
- Work in an environment where staff can trial new educational innovations and share best practice.

[SEN Teacher]

[MPS / UPS £25,714 - £41,604 & SEN Allowance]

195 days – Full Time

How to Apply

Should you wish to apply for the post, please complete and return an application form along with a covering letter, which clearly demonstrates your suitability for this role, via email to jobs@evolvetrust.org.

Applications can also be submitted by post, for the attention of the HR Department, to the following address:

Human Resources,
The Evolve Trust
c/o The Beech Academy,
Fairholme Drive,
Mansfield,
Nottinghamshire,
NG19 6DX

Application forms

These can be downloaded from the Evolve Trust website www.evolvetrust.org. Wherever possible, please complete these forms digitally and please provide email addresses for your referees.

Closing Date/Interviews

Please ensure your application arrives by the post's closing date, which can be found at www.evolvetrust.org/vacancies.

Interviews *may* take place online in the first instance, and if successful, you will be invited to a formal interview on site.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

The academy 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 required to undertake a criminal record check via the DBS.

Job Description

Post:	SEN Teacher
Salary/Grade:	MPS / UPS £25,714 - £41,604 (+ SEN Allowance)
Contract:	195 days - Full Time
Reporting To:	Deputy Headteacher
Responsible for:	The quality of learning and support to enable students to achieve targets

Purpose

- To carry out the professional duties of a school teacher as circumstances may reasonably require as provided for under the relevant sections of the School Teachers' Pay and Conditions Document.
- To teach pupils within Key Stage Three to Five in accordance with the professional duties of a teacher.
- To take an equitable share of whole school curriculum care and management responsibilities.
- To carry out your duties in line with the key tasks and management procedures of the school.

Duties – General

- To work in accordance with the school's statement of aims and values and implement strategies within policies adopted by governing body.
- To help to raise achievement and aspirations of the pupils by providing challenge, opportunity and recognising and celebrating successes.
- To liaise effectively with parents, external agencies and Trustees/Scrutiny Board Members.
- To carry out the general and specific professional duties as set out in the current 'school teachers' pay and conditions document' and teachers standards.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.
- To undertake supervision duties.

Duties – Specific

The following roles and responsibilities are not exhaustive but give an outline of the tasks the post holder is responsible for. They do not necessarily carry out all the tasks themselves, but they ensure that the tasks are being completed

- To carry out planning, teaching and class management.
- To teach allocated pupils through appropriate planning to achieve progression of learning by:
 - identifying clear teaching objectives and specifying how they will be taught and assessed
 - setting tasks which challenge pupils and ensure high levels of interest
 - setting appropriate and demanding expectations
 - setting clear targets, building on prior attainment
 - identifying SEN or very able pupils.
- To provide clear structures for lessons maintaining pace, motivation and challenge.
- To make effective use of assessment and ensure coverage of programmes of study.

- To ensure effective teaching and best use of available time.
- To monitor and intervene to ensure sound learning and discipline.
- To use a variety of teaching methods to:
 - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 - Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
 - Select appropriate learning resources and develop study skills through library, I.C.T. and other sources.
- To ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught.
- To evaluate their own teaching critically to improve effectiveness.

Other – Specific Duties

- To play a full part in the life of the community, to support its aims and objectives and to encourage staff and children to follow this example.
- To support the academy in meeting its legal requirements for worship.
- To promote actively the Academy's corporate policies and ensure compliance.

General:

- Be aware of the Data Protection Act and other legislation to ensure confidentiality of records and information.

Safeguarding:

- This post is subject to an enhanced Disclosure and Barring Service check.
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.
- Record and report concerns following the Trust Safeguarding policy.
- Complete safeguarding level 1 training at least once every three years.

Health and Safety:

- Be aware of the responsibility for personal health, safety and welfare, and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety and Welfare.
- Ensure all aspects of Health and Safety are rigorously addressed across your department inclusive but not limited to:
- Reporting damaged broken or missing equipment/property to an appropriate person i.e. departmental link, site team, headteacher etc.

Continuing Professional Development

- To participate in the Trusts Performance Management Scheme.
- Undertake any professional development necessary as identified.

Additional points

All staff are required to maintain confidentiality in relation to student's staff and parent information.

All staff are expected to comply with academy and trust policies.

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified, as no job description can be fully comprehensive.

In addition to the duties specified, employees will be expected to comply with any reasonable request to undertake duties or work of a similar level which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific cases.

The job description may be subject to amendment or modification, should circumstances change, and any changes will be discussed with you in the first instance. Should a disagreement arise, you will be afforded the opportunity of a meeting to resolve the matter with the CEO. You may wish to be accompanied at this meeting by a representative of your Trade Union if you so wish.

The job description does not form part of the contract of employment.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on any or all of them.

Personal Specification

Class Teacher

A = application form/letter I = interview process R = reference

Candidates should ensure that they will satisfy the essential elements before applying and ensure that they construct their letter of application to include the areas requested in the details sent to potential candidates.

CATEGORY		EVIDENCE
QUALIFICATIONS		
Qualified Teacher Status	E	A
Recent CPD relevant to the post	E	A
KNOWLEDGE & EXPERIENCE		
Successful teaching experience within Early Years (if applicable), Key Stage one or two.	E	A/R/I
Experience of working with parents and carers.	E	
Experience of working as a member of a team.	E	
Experience of working with outside agencies.	E	
Able to use ICT skills effectively for themselves and for teaching.	E	
Understanding of Assessment for Learning and its use to raise standards.	E	
Knowledge and Understanding of the curriculum.	E	
Knowledge and understanding of assessment procedures.	E	
Knowledge and experience of planning, organising and delivering an appropriate curriculum.	E	
Ability to make use of appropriate data to analyse the performance of pupils and set targets.	D	
Willingness to teach across the Primary age range.	D	
Knowledge and understanding of the whole Primary curriculum.	D	
Knowledge and understanding of assessment procedures including: monitoring, evaluating and recording individual children's records to be used for target setting and tracking.	D	
Knowledge and experience of planning, organising and delivering an appropriate curriculum for the full Primary age range.	D	
SKILLS & ABILITIES		
Ability to work with staff as individuals and as a team.	E	A/R/I
Ability to develop and maintain good professional relationships within and across schools.	E	
Ability to demonstrate good organisation and communication skills.	E	
Ability to deliver well planned and effective teaching.	E	
Ability to raise standards of achievement and attainment for all pupils.	E	
Ability to encourage independent learning.	E	
To have the ability to contribute positively to curriculum developments.	D	
Ability to be a good role model with high standards.	D	
Ability to motivate others.	D	