



North Oxfordshire Academy
The best in everyone™
Part of United Learning

Welcome to North Oxfordshire Academy

APPLICATION PACK

SEN Teacher

Salary: Highly competitive United Learning Teachers Pay Range plus a SEN allowance

Hours: 37.5 hours a week (Part time options available)

Start date: January or April 2025

Closing Date: Friday 15th November 2024



Respect • Determination • Ambition • Tolerance • Integrity

North Oxfordshire Academy is seeking to appoint a SEN Teacher

North Oxfordshire Academy seeks a passionate and experienced SEN Teacher to join our dynamic team. This is a great opportunity for a SEN Teacher who is keen to develop creative learning opportunities for pupils with varied and complex needs. Your work will be challenging and rewarding in equal measure.

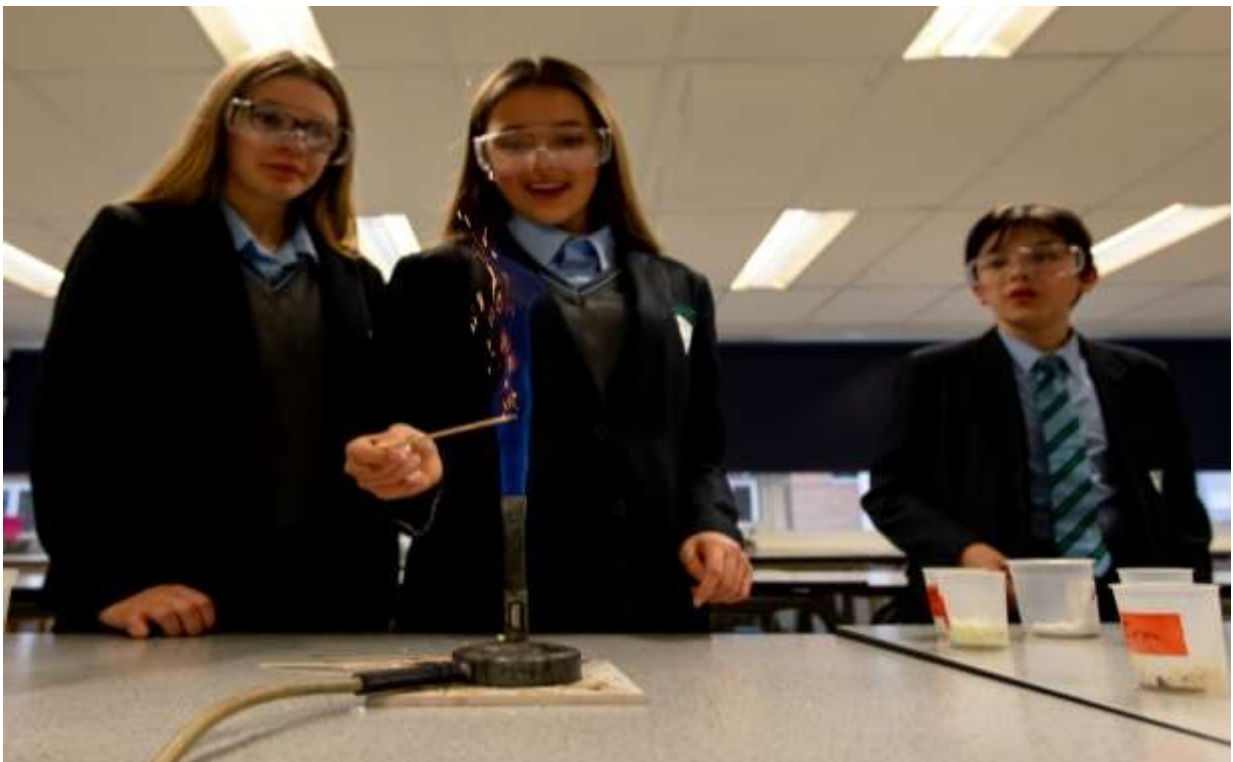
If you are a dedicated and innovative SEN educator seeking a challenging and rewarding role, we encourage you to apply.

North Oxfordshire Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education, so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high quality staff such as **you**.

North Oxfordshire Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Determination, Ambition, Confidence and Integrity, and will have a working knowledge of how these will apply within a Secondary Academy context and within the role itself.



North Oxfordshire Academy is a caring and inclusive school. Staff know the pupils well and, as one parent described, “They always put the needs of the children at the heart of everything they do.”

(Ofsted, November 2022)

A Letter From The Principal

Thank you for interest in joining North Oxfordshire Academy. I am lucky enough to have worked at NOA since 2011 and have seen first-hand how our community has transformed lives. I am very proud of our school and, most importantly, of the students and staff with whom we have the pleasure of spending each day. At the North Oxfordshire academy, we talk a lot about us being a family; a place where we all belong; all feel respected and an academy that supports children to be the very best version of themselves.

North Oxfordshire Academy is a place where students work hard to achieve their dreams. We believe that high quality academic outcomes are important, but our young people are so much more than grades. We develop character so our students become respectful, ambitious, and determined members of our community. We expect every member of the NOA community to work hard to pursue their dreams; relentless hard work builds character. We have an ambitious vision of providing our students with a world class education in character and academics. The reason North Oxfordshire Academy exists is to provide the very best life chances for our students. Our vision and mission keep us moving forward; we never settle and always want better for our NOA families.

I am often asked what I am looking for when I appoint great colleagues. I think the starting point is that you have to love children and that you have the highest of standards. NOA students and families deserve the very best and I look to employ people who work with integrity and truly believe in giving service to our community. In short, I appoint people who I would want to teach and inspire my own children.

Working in a school is deeply rewarding but also requires resilience. At NOA we look after staff with sensible and well thought out wellbeing and workload policies. We know that to flourish at work we all must be fulfilled in our home lives; we strive to listen and act on feedback. Staff are well supported by United Learning in providing a rich professional development offer for both teachers and support staff. Alongside this the United Learning curriculum is well developed so that teachers and leaders have a wealth of planning support. United Learning provide all staff with more time, more pay, and more support so we can deliver the very best learning experience for our students and families.

I hope you have read this short introduction, and you feel aligned with our vision. I encourage you to come and see the academy `in action`; our wonderful students and staff are the real selling point, and I think when you meet them you will want to be part of the North Oxfordshire Academy family.



Mrs Ellie Jacobs, Principal

Why Work For Us?

The leadership of the academy is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers. Teachers at the Academy speak of this as one of the major benefits of working here.

In addition to this, teachers can expect:

- No unannounced observations
- No lesson grading
- A whole class marking policy
- 3 extra INSET days per year - 8 in total
- Collaborative team planning using United Learning curriculum resources
- No emails (except safeguarding) after 5.30pm and at weekends
- Access to Westfield Health cash plan
- Perkbox



“The school’s curriculum is ambitious. Leaders have considered it in the context of their pupils’ aspirations. Consequently, leaders have introduced carefully chosen vocational pathways in key stages 4 and 5, which complement the broad range of academic courses.”

(Ofsted, November 2022)

Our Vision

To be an academy where students receive a world class education in character and academics leading to happiness and fulfilment in life.

Our Mission

We exist to provide our students with the best life chances in Oxfordshire.

Our Ethos

We engender a positive emotional climate where everyone is welcomed and valued. We believe that there are no excuses and no limits to what our students can achieve, and we work hard to maintain a relentless focus on high standards.

We believe that the five core values that best define North Oxfordshire Academy are:

RESPECT

Definition: a quality shown through thinking and acting in a positive way.

- Respect for ourselves.
- Respect for others.
- Respect for the environment.

DETERMINATION

Definition: the ability to continue to do something, although it may be difficult.

- Embracing the challenges of learning at a high level.
- Not giving up during adversity.
- Supporting each other to achieve.

AMBITION

Definition: a strong desire to achieve something.

- Aiming to achieve the highest possible outcome.
- Aspiring to achieve the best possible jobs, college, and university place.
- Offering leadership opportunities for all.

CONFIDENCE

Definition: A positive belief in one's own abilities, qualities, and worth.

- The ability to interact with others positively and effectively.
- The ability to express oneself expressively and with fluency.
- The belief in your ability to succeed in a particular task or goal.

INTEGRITY

Definition: the quality of being honest.

- Doing the right things even when no one is watching.
- Being honest with yourself and others, even when in the wrong.
- Having strong moral principles.

I have been working at North Oxfordshire Academy for over 10 years and I love working here; I feel greatly valued as a member of the team. There has been investment in me personally, I am praised for my achievements and motivated in my role and other roles by way of growth, the opportunities are vast!

Our school works as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide website, our own curriculum, and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

By belonging to United Learning, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.



“The school’s culture is highly inclusive. All pupils are considered part of the ‘NOA family’. Staff care that all pupils are happy and successful in all aspects of school life. Pupils understand that bullying, discrimination, and harassment are not acceptable.

(Ofsted, November 2022)

About Banbury

About Oxfordshire

Banbury's location offers the best of both worlds, with proximity to London and Oxford while still providing a peaceful country lifestyle. This balance of convenience and tranquillity makes it an appealing choice for those seeking a charming and well-connected community to call home.

Banbury Cross

The history of Banbury Cross is fascinating, with both the original High Cross and the current monument playing important roles in the town's heritage. The unique story behind the current Banbury Cross being commissioned for a royal wedding adds an extra layer of significance to this iconic landmark. It serves as a reminder of Banbury's rich history and the changes it has gone through over the years.



Castle Quay Waterfront

The Castle Quay Waterfront is an exciting new addition to the town's landscape, with its focus on creating a vibrant canal-side leisure destination. The development includes a cinema, supermarket, hotel, restaurants, and parking facilities. As Castle Quay Waterfront promises to bring a fresh dynamic to Banbury's entertainment and dining scene, attracting more people to enjoy this modern amenity.



Spiceball Country Park & reservoir

Spiceball Country Park offers a range of recreational activities and amenities for visitors of all ages, making it an ideal spot for families and nature enthusiasts alike. From leisurely strolls by the canal and river to engaging in outdoor play or enjoying a picnic in the serene surroundings, the park caters to various interests, ensuring a delightful experience for all who visit.

The Banbury Museum & Gallery

The Banbury Museum & Gallery offers visitors a comprehensive exploration of the town's history through its diverse exhibits and collections, spanning from the origins of the town to the present day. Situated conveniently next to the Oxford Canal and Tooley's historic boatyard, it provides an immersive experience for families

and history enthusiasts alike. With a variety of special exhibitions, events, and activities, there's always something engaging happening at the museum for all visitors to enjoy.

Broughton Castle

Broughton Castle located about 2 miles from Banbury, is a truly historic and picturesque estate with its moated fortified manor house, strong ties to the English Civil War, and its continued occupation by the Fiennes family. The combination of history and natural beauty, as seen in the formal gardens and park, likely makes it a fascinating place to visit and learn about.

Job Description and Person Specification

Post Title:	SEN Teacher
Purpose:	To teach small groups of students so that they make good progress.
Reporting to:	SENDCo or appropriate Inclusion leader
Disclosure level	Enhanced
MAIN (CORE) DUTIES	
Responsibilities	<ol style="list-style-type: none"> 1. To effectively teach groups of students using the Rosenshine Principles of Instruction. 2. To effectively deliver Functional skills, entry level qualifications and GCSE. 3. To undertake small-group and/or one-to-one interventions with targeted students to enable them to make progress. 4. To liaise with the SEND team and SLT lead to plan and implement suitable programmes. 5. To analyse assessment data to monitor the development of pupils. 6. To work as an effective member of the Inclusion team. 7. Be deployed by the SENDCo provide 1:1 and small group support to meet the needs of students. 8. Plan and deliver alternative pathway sessions to improve student attainment. 9. Use data to effectively evaluate the impact on interventions and adjust these accordingly. 10. Regularly assess and review progress data to inform planning of next steps. 11. Maintain regular contact, where appropriate, with families of target group students to keep them informed of the student's progress and attendance. This may include delivering intervention sessions in the home setting.
Policy	<ul style="list-style-type: none"> • Promote positive behaviour of student's line with the academy's behaviour and reward policy. • To use the plan-do-review process in line with SEND policy. • Work in line with statutory safeguarding guidance (e.g., Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies. • Work with the DSL to promote the best interests of students, including sharing concerns where necessary. • Promote the safeguarding of all students in the academy.
Other Specific Duties:	
<ul style="list-style-type: none"> • To play a full part in the life of the academy's community, to support its distinctive mission and ethos and to encourage staff and students to follow this example • Attend team and staff meetings. • Attend and participate in parent's evenings and open evenings. • Participate in staff training. • Set a good example in terms of punctuality and attendance. • To promote actively the academy's Policies & Procedures • Uphold North Oxfordshire Academy's professional dress code • Develop links with governors, LAs and neighbouring schools. • To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate • To comply with the academy's procedures concerning safeguarding and to ensure that training is accessed • To undertake any other duty as specified not mentioned in the above 	
Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified	
This job description is current at the date shown, but following consultation with you, may be changed by the principal to reflect or anticipate changes in the job which are commensurate with the salary and job title	



"It should feel daunting starting a new job but my time at NOA has been positive from the start. Apart from the welcoming atmosphere from your colleagues, it is apparent that support is in place for you to do well. I have been thoroughly lucky to receive such support and mentoring within my job role."

Person Specification – SEN Teacher

The successful candidate will possess all or most of the following attributes:

E = Essential D = Desirable

Assessed by: I = Interview A = Application

QUALIFICATIONS	Criteria	Selection
Qualified to at least degree level	E	A
Qualified to teach in the UK (QTS)	E	A
Evidence of further in-service training (SENDCO Qualification)	D	A
Further professional education qualifications	D	A
EXPERIENCE & KNOWLEDGE		
Experience of teaching in a school or education setting (Primary or secondary)	E	A/I
Knowledge of current educational developments in teaching and learning, particularly in relation to pupils with special educational needs	E	A/I
Knowledge of Planning, Assessment, Recording, and Reporting for pupils with a broad spectrum of need	E	A/I
Ability to work in partnership with outside agencies to meet pupils' needs	E	A/I
Knowledge and understanding of behaviour management skills and strategies, both theoretical and practical to manage challenging behaviour effectively	E	A/I
Good understanding of Safeguarding practice in schools.	E	A/I
Experience of delivering Functional skills	D	A/I
SKILLS, BEHAVIOUR AND PERSONAL QUALITIES		
Ability to successfully implement a range of learning and teaching strategies for raising achievement in pupils with SEND	E	A/I
Ability to manage and organise work effectively. This will include an ability to prioritise and manage time, work under pressure, and meet deadlines.	E	A/I
Good interpersonal skills including the ability to work as a member of a team.	E	A/I
Ability to use ICT both as a tool for children's learning and as a support to teachers' preparation and recording.	E	A/I
Flexibility & Resilience.	E	A/I





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