



• • • • • APPLICANT INFORMATION

CLASSROOM TEACHER



Springwell
School

SMILE • ACHIEVE • BELONG

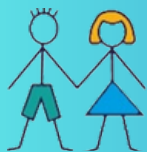
**Keep In Touch
With Us**

01429 280600 

www.springwellschool.co.uk 

Wiltshire Way, Hartlepool, TS26 0TB 

EXTOL
TRUST 



Springwell School

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Dear Applicant,

Thank you for taking the time to look through the following information about our school. We very much look forward to hearing from you as you progress your interest in the post to an application.

It is a privilege to be the Head Teacher of Springwell School, an outstanding school where the children are a delight and the hard-working staff and governors are committed to ensure the best possible outcomes for all our children.

Informal visits are welcome and can be facilitated either within, or outside of, the school day. Please feel free to get in touch to arrange a visit if you would like to do so.

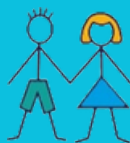
Kind regards.

Zoe Westley
Headteacher



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Springwell
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TRUST VISION & VALUES

Extol Trust is an ambitious and collaborative Trust based in the North East of England. The Trust's conception was driven by a passion and a moral belief that all pupils deserve to attend a 'stand out school', where they flourish personally, academically and socially.

We place children at the centre of all we do, aiming to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning. We are a Trust which works hard to be an employer of choice; we know we can't have great schools without great staff and we work very hard to recruit, retain and develop our people to be the best they can be.

We place Extol Trust as both a system and civic leader, working with other organisations to advance education for the wider common good. Through the development of purposeful partnerships and true collaboration, we aim to impact not only on our school communities but the wider education landscape. We believe that strong collaborative Trusts should be at the front and centre of shaping education reform.



Mr Craig Nicholson
CEO



TRUST VISION & VALUES

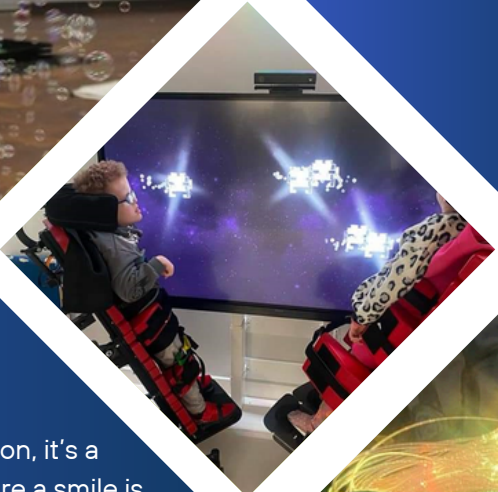
Our aims are reflected in our continual commitment to the 'levelling up' agenda within education and the North East communities that we serve. As a collective we are determined that all pupils, regardless of background or where they go to school, have equal access to a high-quality education which equips them with the knowledge, skills and understanding to realise their ambitions and attain their potential.

OUR CORE VALUES

Inspiration Extol is a Trust that inspires all of its schools to be that "stand out school". We constantly seek inspiration from local, national and international initiatives/research. We passionately believe that by investing in our workforce we develop an inspiring, committed and professional team within each school

Excellence Extol has a focus on excellence in all that we do. We strive to achieve the very best for our schools and their communities. We know that access to an excellent education opens opportunities for individuals and the community in which they live

Partnership Extol knows there is power within a partnership of schools. We believe that a true, inclusive partnership with people driven by the same 'why', allows our family of schools to learn with and from each other.



OUR SCHOOL

Our school is not just a place for education, it's a thriving and welcoming community where a smile is the norm.

Children have the opportunity to take part in a wide range of additional activities such as cookery, trampolining, sports clubs, residential and performing arts. During their time at Springwell School, children will grow in confidence, develop independence and enjoy learning in a school that goes that extra mile.

The school is blessed to have the most dedicated and passionate Senior Leaders, Teachers and Support Staff who truly care about every single child within our school and who will exceed expectations to ensure that Springwell gives children lasting memories and is an experience through which they will truly flourish.





ADVERTISEMENT

Two Temporary SEND Classroom Teachers.

Position 1 - Maternity Cover - Sep 26 until Apr 27

Position 2 - Secondment Cover - Sep 26 until Aug 28

Salary scale – MPS + UPS + SEN allowance (dependent on experience).
£35,703.00 - £53,835.00

Springwell is a primary aged special school. We work with pupils with a range of learning difficulties including Profound and Multiple Learning Difficulties, Severe Learning Difficulties, Complex Learning Difficulties, Autistic Spectrum Disorders, Social, Emotional and Mental Health Difficulties and Speech and Language Difficulties.

We require two dynamic, enthusiastic, experienced and appropriately qualified teachers to join our highly effective team. We are looking for candidates with the ability to motivate and enthuse pupils.

We are looking for:

- Qualified teachers, preferably with specialist training/experience in special needs or EYFS.
- Excellent classroom practitioners who are able to set and meet differentiated learning outcomes.
- Good communicators with a flexible approach, able to maximise learning opportunities.
- Team members who can think creatively and have high aspirations for children with SEND.

We can offer:

- A welcoming, friendly and supportive learning community.
- Small class sizes with well-resourced classrooms and a high ratio of experienced support staff.
- A strong commitment to CPD opportunities.



ADVERTISEMENT

Informal visits are welcome and can be facilitated either within, or outside of, the school day. Please feel free to get in touch to arrange a visit if you would like to do so.

During the day of the interview, we would like to observe all shortlisted candidates interacting with Springwell pupils in selected classes. We would also like to observe the reading of a sensory story and the undertaking of a related activity with a group of pupils. The story and activity are free choice and should last approximately 10 minutes each. General information regarding the groups needs and abilities will be shared during the phone-call to invite you to interview. Springwell School is happy to help with the resourcing for this story/ activity if candidates let us know what they'll need beforehand.

Extol Trust are committed to safeguarding and promoting the welfare of children and young persons and must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.

These positions are subject to safer recruitment measures and are exempt from the Rehabilitation of Offenders Act 1974 (as amended) and requires an Enhanced check to be made through the Disclosure and Barring Service (DBS). As a disability confident employer, we are committed to employing disabled people and people with health conditions making reasonable adjustments to support disabled applicants when required.

Applicants must have the ability to fulfil all spoken aspects of the role with confidence through the medium of English. The application form and further details are available from the school website. Personal information provided on application forms will be retained and used in accordance with the General Data Protection Regulations (GDPR) 2018 and other legislative provisions. Please view our privacy policy at [GDPR | Springwell School](#)

JOB DESCRIPTION

Temporary posts

Salary Scale – MPS + UPS + SEN allowance (dependent on experience).

£35,703.00 - £53,835.00

Post Title	Main Scale/UPS Teacher + SEN Allowance (depending on experience). Co-ordinator of a curriculum subject.
Overall Purpose	To meet the requirements of: <ul style="list-style-type: none">• A teacher as set out in the School Teachers Pay and Conditions Document• Professional Standards for Teachers• To coordinate a curriculum subject
Responsible to	Headteacher
Main Duties	Teacher <ul style="list-style-type: none">• To plan and deliver an appropriate, broad, balanced, relevant, differentiated and challenging curriculum to all pupils appropriate to their needs• To assess, record and report on all aspects of pupils' progress and development• Contribute to raising standards of pupil attainment• To provide oral and written assessments relating to individual pupils or groups of pupils, internally, with parents and outside agencies• To ensure high standards of behaviour so highly effective learning can take place, and good relationships can be formed within the school community• To contribute to whole school planning activities• To have a clear vision and purpose for SEND and curriculum responsibility• To develop SEND subject knowledge and expertise, keeping up to date with national developments, teaching practice and methodology, to support staff and pupils in achieving well• To support colleagues in ensuring effective curriculum coverage, continuity, progression and challenge• To annually monitor and evaluate coordinator curriculum areas delivery through work scrutiny, planning audits, resource audits and data analysis and produce a report and development plan to be scrutinised by Governors• To arrange for the purchase of appropriate resources to enable colleagues to teach the subject effectively within the constraints imposed by the subject budget allocation• To ensure resources are well organised, well maintained and accessible to colleagues• To offer guidance and support to staff in developing the subject, and to the leadership team in leading, managing and developing the subject

JOB DESCRIPTION

Responsibilities

- To play a full part in the life of the school community and support its ethos, values and aims
- To contribute to, follow, and actively promote the agreed policies of the school
- To have high expectations and lead by example
- To contribute to the evaluation and monitoring of the school curriculum and to assist in the process of development and change to ensure the continuing relevance of policies and procedures to the needs of pupils
- To work as a member of a team and to contribute positively to effective working relations within the school
- To have and share with colleagues an excellent, up to date working knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise the learning experience to provide opportunities for all learners to achieve their potential
- To comply with the school's Health and Safety Policy and undertake risk assessments as appropriate
- To engage actively in Appraisal and Professional Development to ensure professional skills are developed and up to date
- To share and support the school's responsibility to provide and monitor opportunities for academic and personal growth

The work of a school changes and develops continuously which in turn requires staff to adapt and adjust. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription on teacher's terms and conditions of employment and/or any relevant school improvement priorities set from time to time. Any major changes will involve discussion and consultation with you.

Whilst the main duties and responsibilities of the post are set out above, each individual task to be undertaken has not been identified. Teachers will be expected to comply with any reasonable request from their line manager to undertake work related to teaching and learning that is not specified within the job description and which is commensurate with the level of the post.



PERSON SPECIFICATION

Aspect	Essentials	Desired
Qualifications/ Training	<ul style="list-style-type: none"> ➤ QTS Status (A,D) 	<ul style="list-style-type: none"> ➤ Qualified in SEND (A,D) ➤ Evidence of further study/ qualifications (A,D)
Experience and Knowledge	<ul style="list-style-type: none"> ➤ Excellent classroom teacher (A,R,I) ➤ Evidence of recent and relevant CPD (A,R,I) ➤ Proven ability to work as part of a team (A,R,I) ➤ Knowledge and understanding of current key issues within SEND(A,R,I) ➤ Knowledge and understanding of a range of teaching approaches and strategies related to SEND (A,R,I) ➤ Knowledge and understanding of safeguarding legislation and procedures (A,R,I) ➤ Ability to meet and adhere to the Teacher's Standards (A,R,I) 	<ul style="list-style-type: none"> ➤ Experience of teaching children or young people with SEND either within a special school or within a mainstream setting (A,R,I) ➤ Team Teach Trained (A,R,I) ➤ Experience of coordinating a curriculum area (A,R,I)
Personal Attributes	<ul style="list-style-type: none"> ➤ Professional manner and ability to meet the Teacher's Standards (A,R,I) ➤ Well motivated and positive outlook (A,R,I) ➤ Innovative and creative approach to teaching and learning (A,R,I) ➤ Ability to demonstrate resilience and work under pressure (A,R,I) ➤ Calm and professional manner ➤ Energy and enthusiasm (A,R,I) ➤ Caring and supportive attitude to pupils, parents and colleagues (A,R,I) ➤ Ability to establish and maintain positive relationships with colleagues, families, governing body and other agencies (A,R,I) ➤ Commitment to CPD in all its forms (A,R,I) ➤ Excellent organisational and interpersonal skills (A,R,I) ➤ Fully committed to achieving the best outcomes for all our pupils in partnership with parents and other agencies (A,R,I) 	
Special Requirements	<ul style="list-style-type: none"> ➤ Excellent health and attendance record (I,R) ➤ Willingness to take part in out of school activities and residential trips (I,R) ➤ A good sense of humour (I,R) 	<ul style="list-style-type: none"> ➤ Ability to drive school minibus (I,R)



APPLYING

Requesting an application form

Application forms and further details are available from the school

Personal information provided on application forms will be retained and used in accordance with the General Data Protection Regulations (GDPR) 2018 and other legislative provisions. Please review our Privacy Policy at <https://www.springwellschool.co.uk/gdpr/>

Completed application forms

Please email completed application forms to: **office@springwell school.co.uk** or post to Springwell School, Wiltshire Way, Hartlepool, TS26 0TB by the closing date specified.

Closing date for applications: Friday 5th June 2026 at 12pm

Shortlisting: Friday 5th June 2026 at 1pm

Interviews will be held all day on: Friday 12th June 2026