



Stoke Newington School
& Sixth Form

Recruitment Pack

SEND Teacher

Required for January 2025 or Immediate
Start

Compassion



Ambition



Resilience



Excellence



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Headteacher's Welcome

Dear Applicant,

A warm welcome to Stoke Newington School (SNS) and thank you for your interest in the post for **SEND Teacher**. This is an exciting time to be working with us as we move forward to enhance our offer, so we achieve outstanding academic outcomes and close the gaps in student achievement.

We are an oversubscribed school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils,” and “teachers have strong subject knowledge and are passionate about their subjects.”

This is a key post for the school. You will be one of a strong team of teachers who are keen to develop consistently outstanding practice in teaching our diverse student intake. We expect you to be able to teach and deliver individual or small group SEN interventions for students in years 7-11. You will also take on a key worker caseload for students with EHCPs.

As a SEN teacher you will work with students who need extra support, or require a bespoke programme of learning, in order to reach their full educational potential.

You will work with students who have ASD or social, emotional and mental health needs (SEMH) or a combination of both. You may work with individuals who have physical disabilities, sensory impairment, speech and language difficulties or learning difficulties such as dyslexia.

You must have excellent interpersonal skills, a strong team ethic, drive, determination, energy, and the highest expectations of every student. You must be committed to excellent provision for our students.

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer
Headteacher





Our core values and expectations for every student

At Stoke Newington School and Sixth Form, we want all our students to be proud of the school in which they study and be respectful and engaged members of the SNS community.

Compassion

We are polite and courteous and keep our voices quiet to show consideration for our community.

Ambition

We actively participate in lessons and use the feedback given to us to go above expectations.

Resilience

We understand that mistakes are part of learning and strive to work hard, even when the task may be challenging.

Excellence

We take pride in our smart appearance, the brilliant work in our books and our commendable behaviour.

Equality at SNS

We are incredibly passionate about creating a fair and equal community within our school. We set out these objectives to achieve and maintain an environment where every young person feels valued, cared for, and empowered to succeed.

Objective 1

Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.

Objective 2

Reduce the incidence of the use of racist, homophobic, biphobic, transphobic and sexist language by pupils in the school.

Objective 3

Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Objective 4

Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities.

Performance

You can view and download the full 2022 Ofsted report [here](#). For performance tables and more statistics about our school, please visit our page on the [Department for Education website](#).

Staff Benefits

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.



Development and Training

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning Hub is the teacher training, professional development, and quality assurance element of our school. The Hub, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioner and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

Flexible and Family Friendly

We know it can be challenging finding the right work-life balance. We want the absolute best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for similar schools, and we always try to accommodate if the timetable and resources permit. It is important that staff who are parents, do not miss important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important

moments. As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.

Pensions



Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

Health and Wellbeing

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.

All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health, and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

Getting to Work

By public transport: Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car: We have on-site parking. Applications will be considered on an individual basis. Please note, Stoke Newington School resides on a School Street which means you cannot enter Clissold Road between 8.30am-9.30am or 3pm-4pm. You can leave the road at any time.

Cycle Scheme: We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

Discounts

Staff are offered a Vectis card, this is a discount card offering savings across retail shops, tourist attractions and holidays. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

SNS Staff Association

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.





Job Advertisement

SEND Teacher

Required for January 2025 or Immediate Start

Inner London Pay Scale plus SEN Allowance (£2,539)

The School

This is an exciting opportunity to contribute to a successful and popular 11-19 inner-city comprehensive school. The school is especially committed to creative teaching and learning. We aim that every colleague has excellent professional development which leads to every student having an outstanding education. Stoke Newington School is dedicated to being anti-racist, and inclusive, by striving hard to challenge through our curriculum. We seek to inculcate and strengthen the knowledge, confidence, and skills for all in our community to challenge racism.

The Post

You will be working in an Inclusion team where you will contribute to the development of outstanding teaching and achievement. You will be supported throughout by a strong leadership team who are ambitious for every student's and every staff member's success.

How to Apply

If you are interested in joining our team please apply via [TES](#).

Alternatively, you can download an application pack from our [website](#). When completing your application form, please name your application file with your full name and the role you're applying for and submit to recruitment@sns.hackney.sch.uk.

The closing date for receipt of applications is **midday Sunday 1st September 2024**.

Interviews will be held the following week.

We are an equal opportunities employer committed to ensuring diversity in our workforce. As employers we are committed to safeguarding and promoting the welfare of children. A DBS clearance is a statutory requirement for all positions.



Job Description

Title of Post: SEND Teacher

Salary: Inner London Pay Scale plus SEN Allowance (£2,539)

Reporting to: SENCO/Deputy SENCO

Post Purpose:

- To be a specialist SEND Teacher. Other subjects may also be taught as identified by the Headteacher according to candidates subject specialism, if required.
- To plan, oversee and deliver SEND interventions.
- To contribute to the planning, evaluation and curriculum developments in SEND and your subject department for years 7-13.

Main Tasks and Responsibilities

- To plan and teach high-quality lessons or SEND interventions and to maintain a stimulating learning environment.
- To implement the National Curriculum across the age range.
- To pitch teaching at a suitably challenging level for all students in accordance with school targets.
- To keep clear records in accordance with department and school policy, and to assess, monitor and report on individual pupils' work and progress.
- To mark students' work in line with school policy.
- To ensure all students make excellent progress through well-planned, differentiated classwork or intervention activities with determined follow-up and support.
- To work with individuals and groups both within and outside the classroom setting.
- To help plan the reintegration of students after extended absence or exclusion.
- To monitor progress before, during and after the intervention to measure the impact.
- To organise training for other support staff.
- To attend and participate in multi-disciplinary meetings.
- To act as a key worker for some students with EHCPs and to chair their annual reviews.
- To collaborate with the classroom teacher to define appropriate activities for SEND students in relation to the curriculum.
- To assess children who have long or short-term learning needs and work with colleagues to identify individual students' special needs.
- To deliver SEND interventions.
- To work with the Headteacher and Governing Body to ensure that the requirements of the Equality Act (2010) are met in terms of reasonable adjustments and access arrangements.
- To liaise with other professionals, such as social workers, speech and language therapists, physiotherapists and educational psychologists.
- To deliver training to Learning Support Assistants on SEND interventions.
- To work closely with parents, carers and guardians of students with SEN.
- To help with the smooth running of the department by undertaking tasks as requested and directed by the Head of Inclusion/SENCO.
- To attend parents' evenings and progress review days.



- To attend school meetings as directed the department or by the Headteacher.
- To carry out all responsibilities in accordance with the school's and the Authority's equal opportunities policies.

Skills and Abilities

- Ability to work hard under pressure.
- Ability to use I.T. effectively in teaching.
- Ability to be effective in record keeping.
- Good communication and organisational skills.
- Good interpersonal skills and a strong ability to work collaboratively.
- Excellent creative teaching ability.
- Ability to convey enthusiasm for your subject at all levels.
- Commitment to personal career development.
- Ability to deliver SEND interventions to a high quality.

Knowledge and Understanding

- Knowledge and understanding of the National Curriculum for your subject and related examination courses.
- Knowledge of the importance of appropriate planning, assessment for learning and homework.
- Knowledge of all school and local authority's policies relating to SEN.
- Knowledge of a range of general SEND intervention strategies or programmes.

Equal Opportunities

- Highest ambition for the achievement of every student
- Understanding of the needs of different students, and the appropriate policies and strategies to support them.
- Understanding of the needs of SEN students.

Experience

- Successful experience of working with young people with SEN.

Qualifications

- Excellent Bachelor's degree.
- Relevant SEND qualification.
- Recent SEND Inset.