



# Specialist Resource Provision Teacher

## Queens Church of England Academy



Queens CofE Academy  
Bentley Road  
Nuneaton  
CV11 5LR

Candidate Information  
SRP Specialist Teacher  
TMS/UPS

*Together, pursuing life in all its fullness*

# Our Trust

Thank you for your interest in joining The Diocese of Coventry Multi Academy Trust, we are delighted to provide you with an application pack. It is hoped that the information provided will be of interest and will help you to begin your journey with us.

The Diocese of Coventry Multi Academy Trust was formed by the Diocese of Coventry in 2013, and is now one of 2,500 Multi Academy Trusts in England. Our children, volunteers and staff come from all faiths and none, and the Diocese remains a key partner in all that we do.

The trust is now home to twenty-two academies spread across the Diocese of Coventry. This scale makes us one of the 100 largest Multi Academy Trusts in the country.

Our vision, “together, pursuing life in all its fullness”, is based on John 10:10 and reflects the Church of England’s vision for education. You will see this come to life in all of our academies every day. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, but sets them in a wider framework. We offer opportunities for children to realise their God given potential and flourish.



Our strategic plan focuses on five key stakeholder groups and recognises that these groups will flourish together, far better than they will flourish alone. We aim to:

- Support colleagues to flourish
- Support children to flourish
- Support those involved with governance to flourish
- Support families to flourish
- Support the wider church school family to flourish

To work with us, you must aspire to be an outstanding colleague, be prepared to go the extra mile and be comfortable with high levels of accountability for the progress of over 5,000 children. You must be willing to share and learn. You must be kind, and able to support and challenge others in order to help them flourish. Above all else, you must like young people and aspire to make them outstanding citizens.

In return, we offer excellent working conditions, first class professional development, genuine career development and opportunities for growth. All of our teachers are offered membership of the Teachers Pensions Scheme and all support staff are offered membership of the Local Government Pension Scheme.

In short, we believe our Trust has a bright future and are looking for bright people to help us get there.

Thank you once more for your interest in The Diocese of Coventry Multi Academy Trust and in the position available. I hope that this introductory letter has given you a clear sense of our vision and I hope that this pack gives you a feel for what we need. We look forward to hearing from you and exploring your future with us through our selection process.

**Michael Cowland, Chief Executive Officer**

The Diocesan Board of Education seeks to serve and equip the church school family in a variety of ways. The Diocesan Director of Education, Reverend April Gold, is supported by a team of highly qualified, experienced and well-regarded professionals who aim to:



- 'be there' for our church school family and act as a central reference point supporting pastorally and professionally;
- facilitate creative and flexible networking between schools;
- promote excellence and distinctiveness within the family of church schools/academies and beyond;
- share best practice collectively;
- provide professional development: for staff at all stages of their careers and for governors;
- facilitate collaborative school improvement partnerships through the growth of our six CofE majority MATs;
- support the process of academy conversion;
- promote the establishment of new church schools;
- represent church schools to the wider church, to diocesan groups, in the press, and in public and community debate;
- champion inclusion and equality including advising on admissions policies and managing appeals;
- protect the status of church schools
- and promote the importance and the continuance of the voluntary sector.



*'Our schools are a hugely significant part of the Church family of the Diocese. Seeking to build communities of care and understanding, they witness to God's love for each and every person, and reflect God's desire for the world to be a better place for us all to live in. I believe they are at the heart of the Church's mission to the nation and play a very important role in the life of their own parishes and communities.'*

*As a Diocese, our 76 Church of England schools serve 18,500 children, and their families. The 2000 members of staff and all the volunteers who support, as governors, directors, and other contributors, are seeking to offer both an excellent education and ensure that all our young people have the opportunity to live life to the full. We aim to do this by living, telling and sharing the values of Jesus Christ. Thank you for being willing to share in this journey with us!'*



**Bishop Ruth**

# Specialist Resource Provision Teacher

The Trust is looking to appoint an inspirational and highly effective Specialist Teacher for a Specialist Resource Provision (SRP) opening in April 2025 who is committed to supporting Queens Academy to educational excellence and further developing the distinctive Christian character of educational provision and the school community. The children that will be taught in the SRP will have cognition and learning needs as well as communication and interaction needs.

In return we can offer:

- A support network of professional colleagues
- A strong culture of professional development
- The opportunity to be part of an aspirational organization and contribute to its development and growth plans
- We are offering a salary of between £31,650 - £49,084 per annum (TMS1 – UPS3)
- Eligibility to join the Pension Scheme
- On-site parking available
- Employee Assistance Program
- Access to Benefits platform

## Applications

Thank you for your interest in this post. Interested candidates are welcome to speak to us for more information about this fantastic opportunity. Please contact Daniel Chadwick, our Head of School via the school office for an informal discussion about the post.

Please note the closing date for applications is midnight on Thursday 6 February 2025. Completed applications and supporting documents should be sent to the Academy Business Partner, Sarah Moore via email to [sarah.moore@covmat.org](mailto:sarah.moore@covmat.org).

We welcome all applications regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

It is anticipated that interviews will take place w/b 10 February 2025.

# Job Description – Specialist Teacher (SRP)

## KEY PURPOSE

To take responsibility for the education and welfare of a designated class of SEND children with Educational Health Care Plans in a SEND Specialist Resource Provision (SRP) in accordance with the current School Teachers' Pay and Conditions document, Teacher Standards and having due regard to the requirements of the National Curriculum and school policies.

The children that will be taught in the SRP will have cognition and learning needs as well as communication and interaction needs.

## JOB DETAILS

The post will be included in the MAT performance review scheme and salary progression will be linked to the outcomes of the scheme. This job description is not necessarily a comprehensive definition of the post, it will be revised at least once a year, and it may be subject to modification or amendment at any time after consultation with the holder of the post.

## ACCOUNTABILITIES

The appointee will be line managed by the SENCo.

## MAIN ACTIVITIES

You will be expected to:

- take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies and in line with the EHC targets.

## MAIN ACCOUNTABILITIES

This will include to:

- plan work for the class in accordance with national, Multi Academy Trust and school curriculum policies and in co-operation with subject and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
- ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
- To carry out assessment for learning which includes dialogue, evidence and evaluation and informs future personalised teaching and learning.
- To develop and share teaching and learning strategies which enhance the ability of students to focus on their learning skills and take ownership of their own progress.
- To develop and share creative approaches which integrate individual student performance with well-being and inclusive approaches with attainment.
- Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.
- Create a secure, happy and stimulating classroom environment, maintaining the highest standards of organization and discipline.

- Foster each child's self-image and esteem and establish relationships which are based on mutual respect.
- Maintain a high standard of display in the classroom.
- Arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
- Work closely with colleagues, the SENCo and outside agencies to undertake medium and short-term planning and the implementation of agreed schemes of work.
- Assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
- To promote, develop and sustain strong partnerships beyond the classroom which include home, other agencies and community partnerships.
- Communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
- Ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in everyday classroom organization and practice for high quality provision.
- To promote and support the shared values of continual improvement, accountability and high-quality provision.
- Take responsibility for the management of other adults in the classroom.
- Take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.
- Participate and contribute to staff meetings and meetings which relate to school management, curriculum and administration.
- Maintain a positive ethos and core values both inside and outside the classroom.
- Implement and support the school policies and procedures.
- Undertake any other reasonable and relevant duties and training as requested by the SLT in accordance with the changing needs of the school.

## **DEVELOPING SELF AND WORKING WITH OTHERS**

Effective relationships and communication are important in a school role, and you will be expected to manage yourself and your relationships well. Through performance management and effective continuing professional development practice you will be expected to achieve high standards. You will be committed to your own continuing professional development.

This will include:

- Valuing people and treating them fairly, equitably and with dignity and respect to create and maintain a positive school culture in accordance with the Christian beliefs underpinning the school.
- Ensuring own CPD includes developments in education.
- Develop and maintain a culture of high expectations for self. Regularly reviewing own practice, setting personal targets, and taking responsibility for own personal development.
- Managing own workload to allow for reflection and an appropriate work/life balance.

## **KEY ORGANISATIONAL ACTIVITIES**

The post holder will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equal Opportunities framework.
- Commitment and contribution to improving standards for pupils as appropriate.

- Contributing to the maintenance of a caring and stimulating environment for pupils.

## **SUPPORTING THE WORK OF THE MULTI ACADEMY TRUST**

As part of the Diocese of Coventry Multi Academy Trust, the Specialist Teacher will be expected to develop and maintain strong, positive relationships with colleagues in the Multi Academy Trust, within the family of Multi Academy Trust academies and the Diocesan family of schools.

## **STRENGTHENING THE COMMUNITY**

Academies exist in a distinctive social context, which has a direct impact on what happens inside the school. Academy leadership should commit to engaging with the internal and external school community to secure equity and entitlement. All staff should collaborate with other schools to share expertise and bring positive benefits to their own and other academies. They should work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all children.

**This will include:**

- Building a school culture and curriculum which takes account of the Church Foundation and the richness and diversity of the school's communities.
- Creating and promoting positive strategies for challenging harassment of any kind.
- Ensuring learning experiences for pupils are linked into and integrated with the wider community, the local church and diocesan communities.
- Ensuring a range of community-based learning experiences, including building links with local churches and Coventry Diocese.
- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
- Creating and maintaining an effective partnership with parents and carers, (including those who may be described as 'hard to reach', those with learning disabilities and those for whom English is an additional language), to support and improve pupils' achievement and personal development.
- Building bridges with the school's diverse communities, seeking opportunities to invite the whole range of parents and carers, community figures (including clergy and church representatives), businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contributing to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operating and working with relevant agencies to protect children.

## **SAFEGUARDING CHILDREN AND SAFER RECRUITMENT**

Our Trust 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 an enhanced criminal record check via the DBS. Further information about the Disclosure and Barring Service is available from the DBS website at: [Disclosure and Barring Service - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

**The Trust will ensure that:**

- The policies and procedures relating to safeguarding and safer recruitment are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other inter-agency meetings and contributing to the assessment of children.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

## **DATA PROTECTION**

The post holder must always meet the requirements of the General Data Protection Regulation Act 2018, especially concerning confidentiality, treatment of personal information and records management.

## **ADDITIONAL DETAILS**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with all Trust policies and procedures and any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed annually, and the Headteacher reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.



# Person Specification – Specialist Teacher (SRP)

		Measured By				
		Essential	Desirable	Application	Interview Process	References
<b>Personal Qualities, Qualifications and Experience</b>						
<b>Qualifications and Experience</b>						
1	Honours degree or equivalent		X	X		
2	Qualified Teacher Status	X		X		
3	Relevant higher degree or equivalent		X	X		
4	Evidence of continuous professional development relating to curriculum, teaching and learning	X		X	X	
<b>Professional Experience and Knowledge</b>						
1	To teach across the primary age range	X		X	X	
2	Experience of teaching children with communication and interaction difficulties		X	X	X	
2	To have experience of teaching in Early Years and/or have an understanding of the EYFS framework		X	X	X	
3	Familiarity with assessment systems for children who are working below their key stage	X		X	X	
4	Knowledge of effective strategies to meet the needs of pupils with cognition and learning	X		X	X	
5	Familiarity with planning individual provision based on EHCP outcomes					
6	Substantial, successful, relevant and recent teaching experience in primary school or Academy	X		X	X	X
7	Knowledge and understanding of safeguarding requirements and good practice	X			X	
8	Knowledge of recent developments in the National Curriculum	X			X	
9	Successful experience of raising standards for all, with measurable outcomes	X			X	X
10	Experience of supporting children with Special Educational Needs in an inclusive environment	X		X	X	
11	Up to date knowledge of LA and National expectations for SEND including 2014 SEND Code of Practice including knowledge of EHCPs and their implementation	X		X	X	
12	Experience of using ICT effectively in classroom teaching	X			X	
13	An understanding of the role of parents as partners in education	X		X		
14	A commitment to, and evidence of, promoting diversity and equal opportunities within the workplace, classroom, curriculum and employment practice	X		X	X	
15	Understanding the distinctive Christian character of a Church school		X	X	X	
16	A commitment to Professional Development	X		X	X	

17	Evidence of working in/developing a SEN provision or within a similar support service		X		X	
18	Experience of positively influencing the practice of others including delivering INSET		X		X	
<b>Skills and Abilities</b>						
1	A proven track record in ensuring the highest possible standards in teaching and learning	X		X	X	X
2	Good understanding and application of best practice in teaching of phonics and knowledge of the use of APP		X	X	X	
3	Successful experience of positive behavior management and developing a pupil focused, inclusive and effective, learning environment so that behavior and attendance are outstanding	X				X
4	Must be able to plan lessons for a group of pupils with different needs with clear learning intentions and differentiation	X		X	X	
5	Must be able to use assessments of pupils to inform next steps	X		X	X	
<b>Personal Qualities</b>						
1	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and Christian ethos of the school	X		X	X	
2	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	X		X	X	
3	Is an outstanding, reflective, practitioner with high quality teaching skills and high expectations for pupils' learning and attainment	X		X	X	X
4	An exemplary record of health and punctuality		X			X
5	To provide a secure, stimulating and well organized learning environment	X		X		
6	To ensure effective curriculum delivery through differentiation	X		X		
7	Must be able to enthuse and motivate others	X		X	X	
8	Willingness to share expertise with and from others	X		X	X	
9	To work collaboratively and effectively as part of a team	X		X	X	
10	To work with colleagues in providing for the intellectual, physical, social, spiritual and emotional needs of the children	X		X	X	

# Our Academies



**St Laurence's CofE Primary School**  
Old Church Road  
Coventry  
CV6 7ED



**St Bartholomew's CofE Academy**  
Bredon Avenue, Coventry  
CV3 2LP



**Queens CofE Academy**  
Bentley Road  
Nuneaton  
CV11 5LR



**Stretton CofE Academy**  
Stretton Avenue  
Coventry  
CV3 3AE



**St James CofE Academy**  
Barbridge Road  
Bulkington, Bedworth  
CV12 9FF



**Harris CofE Academy**  
Harris Drive  
Overlade Lane, Rugby  
CV22 6EA



**St Nicolas CofE Academy**  
Windemere Avenue  
Nuneaton  
CV11 6HJ



**Studley St Mary's CofE Academy**  
New Road, Studley  
B80 7ND



**Central MAT Office**  
The Diocese of Coventry Multi Academy Trust  
c/o St James CofE Academy  
Barbridge Road  
Bulkington, Bedworth  
CV12 9FF



**St John's CofE Academy**  
Winstford Avenue  
Coventry  
CV5 9HZ



**All Saints Bedworth CofE Academy & Nursery**  
Off the Priors, Mitchell Road  
Bedworth  
CV12 9HP



**Dunchurch Boughton CofE Junior Academy**  
Dew Close  
Dunchurch  
CV22 6NE



**St Oswald's CofE Academy**  
Addison Road  
Rugby  
CV22 7DU



**St Michael's CofE Academy**  
Hazel Grove  
Bedworth  
CV12 9DA



**Leamington Hastings CofE Academy**  
Bidingbury Road, Hill,  
Leamington Hastings, Rugby  
CV23 8EA



**Leigh CofE Academy**  
Plants Hill Crescent  
Tile Hill, Coventry  
CV4 9RQ



**Salford Priors CofE Academy**  
School Road  
Salford Priors, Evesham  
WR11 8XD



**All Saints CofE Academy LW**  
Warwick Road  
Leek Wootton, Warwick  
CV35 7QR



**Burton Green CofE Academy**  
Hob Lane  
Burton Green, Coventry  
CV8 1QB



**Long Itchington CofE Academy**  
Stockton Road  
Long Itchington, Southam  
CV47 9QP



**Southam St James CofE Academy**  
Tollgate Road  
Southam  
CV47 1EE



**Dunchurch Boughton CofE Infant Academy & Nursery**  
School Street  
Dunchurch  
CV22 6PA



**Ryton-on-Dunsmore Provost Williams CofE Academy**  
Sodens Avenue  
Ryton-on-Dunsmore  
CV8 3FF

