
Teacher:

Main scale / Upper Scale plus special needs allowance (SEN1)

Job Type: Permanent, Full Time

Reference: 2025004

Catcote Academy provides learning for a wide range of students with Learning Difficulties or Disabilities.

We are looking to appoint a suitably qualified and skilled Classroom Teacher to join our highly committed special Academy team and teach across a range of abilities, ages and subjects.

You must be strongly motivated and possess the character needed to work in a demanding and often challenging environment.

Closing date: Wednesday 5th March 2025 (5 p.m.)

Interviews: Thursday 13th March 2025

Start Date: 1st September 2025

Completed application forms to be sent to:

Recruitment, Catcote Academy, Catcote Road, Hartlepool, TS25 4EZ

Or email jobs@catcote.co.uk

You will need to meet the requirements of the person specification in order to be offered an interview. Only applications submitted on the Trust's application form will be accepted. **Application forms can also be found at www.catcoteacademy.co.uk.**

Shortlisted candidates will be welcomed to contact the Academy to arrange a convenient appointment for a guided visit of the facility.

We welcome applications regardless of age, gender, disability, ethnicity or religion.

Please see our website for our Privacy Notice (Job Applicants) regarding how we will use your personal information. Please note that online searches will be carried out on shortlisted candidates to help identify issues that may need to be explored at interview.

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.

REHABILITATION OF OFFENDERS ACT 1974 - The position for which you are applying is exempt from this Act and requires an enhanced check to be made through the Disclosure and Barring Service (DBS), known as the disclosure process. You are therefore required to disclose any unspent convictions/cautions/bind-overs that you have received and any prosecutions that are pending against you. Enhanced Disclosure and check of the Children's and Adult's Barred list via the Disclosure and Barring Service is required for any successful candidate.

Please see the Privacy Notice (Job Applicants) on our websites for details of how we will use your personal data.

Teacher (SEN)

Main scale

Ref : 2025004

Each **class teacher** is responsible for carrying out the duties of a teacher as set out in the School Teachers' Pay and Conditions Document. This job description may be modified by the CEO, with agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

MAIN RESPONSIBILITY

To carry out such appropriate duties as may be reasonably directed by the CEO, from those described in part 7 and Annex 1 of the School Teachers' Pay and Conditions Document.

OTHER DUTIES/RESPONSIBILITIES:

1. To have a commitment to the agreed whole school vision, values and goals as detailed in the school development plan. To positively promote and contribute to the team ethos of the Academy
2. To plan, prepare and deliver an appropriate, broad, balanced, relevant, personalised and challenging curriculum to all students appropriate to their needs. The programme of work must:
 - take account of each student's prior knowledge, individual needs, strengths and aspirations
 - consider the needs of the student in all aspects of development
 - consider various national strategies regarding curriculum and other relevant research
 - be in line with whole school policies
 - motivate students and promote learning autonomy
 - have an awareness of decisions made by the Government, LA, Trustees and Support Agencies
3. To assess, monitor, record and report on the learning needs, progress and achievements of students making accurate and productive use of assessment
4. Contribute to raising standards of student attainment
5. Supervise, co-ordinate and direct the work of support staff who are assigned to them and where appropriate other Teachers
6. Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff
7. Prepare necessary resources and materials, maintain a safe and stimulating classroom environment and maintain classroom resources
8. Ensure that all the students within the class have equal access to the experiences and opportunities provided
9. To take an active part in meetings/working groups
10. Communicate effectively with students, parents and carers and collaborate with colleagues and other relevant professions within and beyond the Trust.
11. Contribute to the development, implementation and evaluation of the school's policies and procedures and actively promote these to support the school's values and vision.

12. To have high expectations of the student in regard to work, attitude and behaviour. To ensure high standards of behaviour so that effective learning can take place and good relationships can be formed within the school community
13. To have pastoral care of the teaching group, within the school ethos, by:
 - being a good role model for the student in all personal qualities
 - fostering the positive self-image of each student through praise and encouragement
 - respecting each student and ensuring that each student develops through praise and encouragement
14. To relay any concern to the Assistant Head Teacher, Deputy CEO and the CEO
15. To continue personal and professional development
16. To safeguard and promote the welfare of students for whom you have responsibility or come into contact with, to include adhering to all specified policies and procedures
13. Any other tasks as may be reasonably requested by the CEO
17. To carry out your duties with full regard to the Academy's Equality & Diversity Policy
18. To comply with Health & Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST POLICIES, INCLUDING THE NO SMOKING POLICY.

*THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY **ENHANCED** DISCLOSURE AND CHILDREN AND ADULT BARRED LIST CHECKS BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RECHECKING AS REQUIRED FROM TIME TO TIME BY THE TRUST.*

Hartlepool Aspire Trust, Catcote Academy and Catcote Futures are committed to safeguarding and promoting the welfare of students and expect all staff and volunteers to share this commitment.

Person Specification – Teacher

| | Criteria No. | Essential | Stage Identified | Criteria No. | Desirable | Stage Identified |
|-----------------------------------|------------------|---|------------------|--------------|---|------------------|
| Qualifications | E1 | Qualified Teacher Status (QTS) | AF,C | D1 | Training in Special Needs Education | AF,C |
| | E2 | Degree or equivalent | AF,C | D2 | Team Teach or equivalent positive behaviour training | AF,C |
| | E3 | Relevant professional development | AF,C | D3 | MIDAS | AF,C |
| Experience & Knowledge | E4 | Model high quality teaching and learning across a wide range of abilities, ages and subjects | AF,I,R | D4 | Knowledge/experience of using TEACCH, SCERTS and PECS | AF,I |
| | E5 | Clear understanding of current curriculum developments and issues. Ability to demonstrate an understanding of curriculum planning, delivery and assessment. | AF,I | D5 | A clear understanding of SEN and relevant current and forthcoming educational issues | AF,I |
| | E6 | Knowledge of effective teaching and learning strategies | AF,I,R | D6 | Understanding of key characteristics of different types of learners (ASC, PMLD, SLD, MLD) | AF,I,R |
| | E7 | Evidence of commitment to raising achievement | AF,I,R | | | |
| | E8 | Knowledge of SEND Code of Practice and commitment to keeping abreast of developments and innovations in SEN | AF,I | | | |
| | E9 | Knowledge of ICT and appropriate new technologies to help achieve excellence in teaching and learning and carry out administrative tasks. | AF,I,R | | | |
| Skills | E10 | Inspire, challenge and motivate students | AF,I,R | | | |
| | E11 | An understanding of and capacity to use, effective, differentiated strategies for managing student's behaviour | AF,I,R | | | |
| | E12 | Develop an inclusive, creative curriculum that meets the need of students at all levels regardless of specific individual needs | AF,I,R | | | |
| | E13 | Self-motivated; with a sense of balance and perspective, set and achieve ambitious, challenging goals and targets, work under pressure and meet deadlines whilst thinking creatively to anticipate and solve problems | AF,I,R | | | |
| | E14 | The ability to deploy support staff effectively. | AF,I,R | | | |
| | E15 | Understand the importance of Equal Opportunities, Safeguarding, Confidentiality and Data Protection | AF,I | | | |
| | E16 | Excellent inter-personal and communication skills (written and oral) to a wide range of audiences | AF,I | | | |
| | E17 | Collaborate and network with others within and beyond the Trust including parents, external professionals and the wider community. | AF,I | | | |
| | E18 | Able to monitor and evaluate the quality of teaching and also standard of students' achievement and to improve own practice through observations, evaluation and discussion with colleagues | AF,I,R | | | |
| Special requirements | E19 | Desire to work with children /young people with learning difficulties to promote their development and educational needs | AF,I | | | |
| | E20 | Ability to form and maintain appropriate relationships and personal boundaries with children/young people | AF,I | | | |
| | E21 | Emotional resilience when faced with challenging behaviour | AF,I | | | |
| | E22 | A commitment to working as part of the whole school team and supporting the vision and aims of the school | AF,I | | | |
| | E23 | Respect for social, cultural, linguistic, religious and ethnic backgrounds | AF,I | | | |
| | E24 | | AF,I | | | |
| | E25 | Enhanced Disclosure and check of the Children's & Adult's Barred List | D | | | |
| AF | Application Form | | | | | |
| C | Certificates | | | | | |
| I | Interview | | | | | |
| R | References | | | | | |
| D | DBS disclosure | | | | | |