

Teacher of Integrated Resource

Contract Type	1.0 FTE	Start Date	September 2024
Contract Term	Permanent	Closing Date	Wednesday 8 May
Salary	Teachers' Pay Scales (plus possible TLR for a suitable candidate)	Location	Lees Hall Road, Sheffield, S8 9JP

The School

Newfield School is a successful 11-16 comprehensive school that sits at the heart of the locality we serve. We have a diverse community and have an excellent reputation across the city. Ofsted have rated us a good school and we continue to work hard to be truly exceptional. We work hard on behalf of our students and families and often go 'above and beyond' through our dedication and commitment to providing a safe and happy learning environment.

We believe that Achievement Leads to Opportunity and Choice and this is underpinned by our values:

- We are high performing because we are curious and have a thirst for knowledge.
- We are considerate and value our community.
- We succeed through commitment and relentless ambition.

In the classroom we use the latest research as well as follow Rosenshine's Principles and Teach Like A Champion to guide our pedagogy. We explicitly teach knowledge, interleaving retrieval through our curriculum schema. We therefore look for teachers who are skilled in engaging students through their passion for their subject.

The Integrated Resource at Newfield School

Newfield School has an excellent reputation for our inclusive approach with students with SEND. Over the last 3 years, the number of young people with complex additional needs has increased significantly, particularly those with Autism or Speech and Language Needs. To support the demand placed on specialist settings in the city, we are developing our own provision for children who have an EHCP for Communication and Interaction Needs (Autism).

Our Integrated Resource will have places for 30 students in Years 7 through to 11, the majority of whom will come from our own catchment area.

The Integrated Resource will be an extension of Newfield School, with the same high expectations, values, and ethos. Students will be based in a state-of-the-art new build (completion estimated 2025) and integrated with mainstream routines, lessons, enrichment and extra-curricular activities where appropriate. However, based on the

assessment of current and future need, there will be students who may need full time or close to full time specialist provision.

Students will follow a bespoke curriculum that includes the core subjects balanced with humanities, creative and 'Lifeskills' lessons. The curriculum and routines will support speech, language and communication needs as well as providing a solid foundation and readiness for post-16 study or training.

The Role

Newfield School is seeking to appoint a highly skilled and talented Teacher for the Integrated Resource starting September 2024.

You will play a pivotal role in shaping the development of the IR and the curriculum whilst aligning this with the school's values and vision. Working closely with parents and colleagues, you will ensure that every student receives the bespoke education and support they require and deserve. You will have experience of teaching students with Autism and/or speech and language needs and have the ability to adapt your teaching to a range of abilities.

You will also deliver aspects of the Humanities curriculum for our KS3 mainstream nurture groups. There is an opportunity to develop a Humanities curriculum for the IR and mainstream nurture groups. A temporary TLR will therefore be available for a candidate who has experience in developing new courses or curriculum as we set up our curriculum offer.

We recommend that you visit our school to find out more about this role and the IR provision. Please contact Ruth Cressey, PA to the Headteacher at rcressey@newfield.sheffield.sch.uk. We look forward to meeting you.

The Candidate

- You will be an excellent teacher with an outstanding track record. You will be committed to high expectations and excellence in all aspects of your work but especially being a champion for our students.
- You will understand how young people learn and how to support young people who experience additional barriers to making progress both academically as well as personally. Ultimately you will be relentless in your support of our students to ensure they realise their potential and celebrate their achievements as they work towards becoming independent adults.
- Experience of teaching in the primary sector would be of interest to us and we would welcome applications from colleagues from Primary, Secondary and Specialist sectors.

JOB DESCRIPTION

Post Title:	Class Teacher * This post is a designated customer facing role under the fluency duty and requires a specified level of spoken English in the person specification
Salary:	Teachers' Pay Scales (plus possible TLR)
Responsible to:	Integrated Resource Lead
Responsible for:	N/A

The post holder must at all times carry out his/her responsibilities within the spirit of School policies and within the framework of the Education Act 2002, and School Standards and Framework Act 1998 with particular regard to statutory responsibilities of the Governing Bodies of Schools.

Purpose of the role:

- To teach designated students and undertake associated pastoral and administrative duties as well as other general responsibilities, having full regard for the school's ethos, aims and policies.
- To undertake tasks related to the development of a curriculum area.

MAIN EMPLOYMENT DUTIES AND RESPONSIBILITIES

Class Teacher Responsibilities:

- To plan and deliver key aspects of the curriculum for students in the IR and Foundation Pathway.
- To plan work matched to the individual needs of the children and within the school's agreed policies.
- To produce written records of such planning in accordance with school policy.
- To assess and record student's achievements and progress within statutory requirements and the school's assessment policy and report to parents.
- To contribute to meetings, discussions and management systems to ensure the coordination of the work of the IR and school.
- To contribute to student review meetings and advise on individual targets for students.

- To contribute to statutory records on individual students including Annual Reviews of EHCPs.
- To contribute to the Improvement Plan of the IR.
- To supervise support staff where appropriate.
- To contribute to a safe and secure learning environment.
- To ensure learning spaces are kept tidy, are attractive and well resourced to meet the needs of students in the IR.

General Responsibilities:

- To pursue the aims of the school in a positive manner and promote the agreed ethos.
- To work co-operatively within a whole staff team, and within the year/teaching and learning group to achieve continuous improvement with constant regard to quality in both learning and teaching.
- To teach students according to their individual needs, including the planning and assessment of work in line with agreed policies of the school.
- To monitor and assess children's progress and report to parents.
- To implement and maintain the school's policy on discipline and behaviour.
- To support the school's endeavours to meet the needs of its community.

WORKING ENVIRONMENT AND CONDITIONS OF THE POST

- The post may be required to travel and work within any school in the Mercia Learning Trust.

GENERAL DUTIES

- To contribute to whole school events as and when required.
- To ensure accurate records are securely maintained and held in accordance with General Data Protection Regulations (GDPR)/Data Protection Act 2018.
- Be aware of and support diversity, ensuring equal opportunities for all
- Develop professional, constructive relationships with other agencies, schools and professionals.
- Participate in meetings, training and performance development as necessary
- Recognise own strengths and areas of expertise using these to advise and support others.

PROMOTION OF TRUST VALUES

- To contribute to the overall development of Mercia Learning Trust to ensure the Trust operates on the basis of shared and collective responsibility.
- To contribute to the overall ethos, work and aims of Mercia Learning Trust.
- To support and contribute to the Trust's commitment to safeguarding all students. All schools in the Mercia Learning Trust are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees are expected to share this commitment.
- To be aware of the school's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times.
- To be aware of and comply with the codes of conduct, regulations and policies of the School and its commitment to equal opportunities.
- All the above duties and responsibilities to be carried out in accordance with policies adopted by the School Governing Body and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Issue Date: April 2024

PERSON SPECIFICATION

Post Title:	Class Teacher – Integrated Resource
Salary:	Teachers’ Pay Scales (plus possible TLR)
Responsible to:	Integrated Resource Lead
Responsible for:	N/A

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>Qualified Teacher status – Degree or equivalent</p> <p>Good Honours degree (First or Second Class)</p>	<p>Higher professional qualification</p> <p>Recent and relevant professional development and ongoing commitment to this</p>
Skills and Knowledge	<p>*The ability to converse at ease with members of the public and students and provide advice in accurate spoken English is essential to the role.</p> <p>Must have highly effective communication skills which engage students, parents, staff, Governors and wider community.</p> <p>Up to date knowledge of the National Curriculum across Key Stages 1-4.</p> <p>Up to date knowledge of GCSE or equivalent specifications.</p>	<p>Knowledge of alternative qualifications and courses for students who need an alternative to GCSE or equivalents.</p> <p>Recent completion of Advanced Safeguarding Training.</p>



	<p>Understanding of the particular needs of students with autism, communication needs and speech and language needs.</p> <p>A good knowledge of how students learn best and how to adapt teaching and curriculum to overcome barriers to learning.</p> <p>Ability to use accurate assessment data to inform teaching and curriculum and raise achievement.</p> <p>Good understanding of the SEND Code of Conduct.</p> <p>Capacity to use ICT as an integral part of teaching.</p> <p>A good understanding of progress and attainment measures.</p> <p>Ability to lead initiatives, support the process of change and work effectively as a team.</p> <p>Up to date knowledge of legislation, guidance, policy and practice of safeguarding.</p>	
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Newfield School

Experience	<p>Relevant experience of teaching in a subject or range of subjects.</p> <p>Ability to teach students with a range of age and ability.</p> <p>Track record as a highly successful classroom practitioner with outcomes that reflect this.</p>	<p>Experience of teaching in primary or special sector.</p> <p>Working with external agencies to provide the best support for young people and families.</p> <p>Development of new curriculum or courses.</p>
Personal Qualities	<p>Alignment with the school's values and ethos.</p> <p>Passion for your work and champion for young people and an absolute commitment to improving their life chances.</p> <p>Resilience, optimistic, relentless focus on achieving the best for our students.</p> <p>Welcome feedback and commitment to ongoing professional learning.</p>	<p>Willingness to contribute to wider aspects of school life including enrichment and extra-curricular activities.</p>

	<p>Ability to form excellent relationships with students, families, staff and wider stakeholders.</p> <p>Ability to be flexible in your approach and understand that plans may need to change to best meet the needs of students.</p>	
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HOW TO APPLY

All candidates must complete the following application process.

- All applicants must submit an application form via <https://www.eteach.com/careers/merciatrust>
- We do not accept CVs or Council Forms.

After your application has been submitted:

- In all cases written references will be taken up and made available to interviewers BEFORE the final selection stage.
- An email and/or letter will be sent to shortlisted candidates with details of the interview process.
- If you have not heard from us within 2 weeks of the closing date, please assume that on this occasion, your application has been unsuccessful.

Further information:

- Take a look at www.mericiatrust.co.uk/careers for more on what it's like working for the trust, what we offer you, and what we're looking for.
- Should you require any additional information about the role or the school, or would like an informal discussion or out of hours visit, please contact us on 0114 255 7331 or enquiries@newfield.sheffield.sch.uk
- For more information about the application process, please email recruitment@mericiatrust.co.uk.

The closing date for applications is **Wednesday 8 May**

Interviews are expected to take place week commencing **13 May**

The small print

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. If you are shortlisted, your suitability to work with children will be explored, and this will include disclosing convictions. The information you disclose may be discussed with you during the interview.

The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

In accordance with DfE Keeping Children Safe in Education 2022, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

We are an Equal Opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity. Please indicate whether there are any reasonable adjustments or access requirements you would need to help you to attend an interview. If you wish to discuss your requirements prior to submitting your form, please contact the Recruitment Team on 0114 349 4230. Alternatively, please give details on a separate sheet and return with your application form.