



WE ARE ASTREA

Teacher of SEN

ASTREA ACADEMY SHEFFIELD PART OF ASTREA ACADEMY TRUST

APPLICANT BRIEF





O PEN LETTER FROM OUR INTERIM PRINCIPAL, EMMA GLOVER

Dear Candidate,

We are delighted that you are interested in applying for this role at Astrea Academy Sheffield. This is a rare and unique opportunity to join us on our journey. We first opened our doors in September 2018 and are growing year on year. We are now looking for the next phase of exceptional professionals to join the team, particularly to strengthen our future sixth form offer.



It is key to understand the context of our academy. We are a city centre school, where we serve the local community of Burngreave. 52% of our scholars are disadvantaged, with 49% currently receiving Free School Meals. Scholars with SEN represent 21% of the cohort. The catchment area of the academy is within the 2.5% most deprived areas within the country. This is why we do what we do. Our vision is to provide an exceptional, knowledge-rich educational experience, which ensures all scholars succeed.

Since opening, we have grown rapidly each year, from under 200 scholars in the first year to now over 800. We are delighted to say we are the secondary school of choice in the area and we were significantly oversubscribed again for September 2021!

Our ground breaking campus is truly breath-taking. With the combination of a Grade II listed Primary Phase building and a brand new Secondary Phase building, there is a real physical heritage to our new school. With an investment in excess of £25 million, our facilities are cutting edge, including science and technology laboratories, modern classrooms, a 300-seat hall, 4G pitch, an underground sports hall, outside Amphitheatre and forest school learning area (to name a few). Our location is at the heart of a new learning community which will continue to grow as we forge these ever essential relationships with families and businesses in the area.

All staff and scholars live by our values:

- ★ ★ Scholarship – to be committed to advanced academic work
- ★ ★ Respect – to be kind, considerate and follow the rules
- ★ ★ Responsibility – to do what is morally right and make sensible decisions
- ★ ★ Curiosity - to be eager to learn and know more
- ★ ★ Tenacity – to be very determined and not to give up easily

This is a truly unique and once in a life time opportunity and we are seeking **exceptional** individuals who are able to offer the absolute best to enhance the life chances of scholars at Astrea Academy Sheffield.

We look forward to meeting you.

Yours sincerely,

Emma Glover
Interim Principal



ABOUT THE DEPARTMENT

Our Vision

We will ensure that all staff are equipped with the tools and knowledge to deliver a curriculum which enables all scholars, irrespective of their starting point, to make accelerated progress. Staff know all learners and their needs exceptionally well and are able to support every scholar to reach their full potential. School leaders are committed to developing areas of specialism to further enhance the learning of all of our scholars.

Our methods:

Our SEN department (Scholar Support) is built on care, compassion and understanding for individuality and the relentless commitment to serving an excellent, holistic practice for every scholar, every day. Scholar progress is at the heart of our curriculum and our planning, teaching and assessment takes into account the varied abilities and interests of all of our learners. Some of our scholars will start the academy with existing needs which we continue to nurture and support. For those scholars with attainment that falls out of line with expected rates of progress we are continuously developing our identification processes to ensure that scholars are receiving the adequate support that they require and deserve.

Joining us:

Astrea Academy Sheffield is an inclusive school and we support all of our scholars with their various levels of need and their varying degrees of complexity. Every scholar is treated as an individual case and learning is tailored to suit the scholar's personal learning and well-being needs.

We are seeking to recruit a Qualified Teacher to join our team of professionals in the rewarding task of shaping an exciting new provision, right from the very start. As a teacher this is a unique and exciting opportunity to join our growing academy and to help create an exceptional learning experience for scholars within our school. You will be responsible for planning and delivering lessons and provide personalised activities to meet the needs of the scholars within your class.



JOB DESCRIPTION

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|----------------------|----------------|
| SALARY | MPS/UPS |
| CONTRACT TYPE | Permanent |
| START DATE | September 2022 |

Purpose

The newly created role of Teacher of KS3 SEN will ensure the highest standards of learning, development and achievement for their scholars and will take responsibility for the education and welfare of all scholars of Astrea Academy Sheffield. The Teacher of KS3 SEN has particular responsibility for the education of scholars for whom they are timetabled to teach and responsible for including the planning, preparation and assessment of work for scholars who are absent, excluded or in isolation.

Main Duties and Responsibilities:

1. Set high expectations which inspire, motivate and challenge all scholars

- ★ Establish a safe and stimulating environment for scholars, rooted in mutual respect.
- ★ Set goals that stretch and challenge scholars of all backgrounds, abilities and dispositions.
- ★ Demonstrate consistently the positive attitudes, values and behaviour which are expected of all scholars.
- ★ This role will involve a high level of subject curriculum planning, to ensure the national curriculum entitlement for app scholars is applied.

2. Promote good progress and outcomes by all scholars

- ★ Promote high standards of attainment, progress and outcomes for all scholars.
- ★ Plan differentiated teaching to build on scholars' capabilities and prior knowledge.
- ★ Guide scholars to reflect on the progress they have made and their emerging needs and adapt classroom practice if necessary.
- ★ Demonstrate knowledge and understanding of how scholars learn and how this impacts on teaching.
- ★ Encourage scholars to take a responsible and conscientious attitude to their own work and study.

3. Demonstrate good subject and curriculum knowledge

- ★ Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain scholars' interests in these subjects and address misunderstandings and misconceptions.
- ★ Demonstrate an understanding of and take responsibility for promoting high standards of literacy, numeracy and oracy including the correct use of standard English, whatever the teacher's specialist subject.

4. Plan lessons (in line with minimum expectations) and teach well-structured lessons

- ★ Impart knowledge and develop understanding through effective use of lesson time.
- ★ Promote a love of learning and scholar's intellectual curiosity.
- ★ Set and assess homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding scholars have acquired.
- ★ Reflect systematically on the effectiveness of lessons and approaches to teaching.
- ★ Contribute to the design and provision of an engaging curriculum.

5. Adapt teaching to respond to the strengths and needs of all scholars

- ★ Know when and how to differentiate appropriately, using approaches which enable scholars to learn more effectively.
- ★ Have a secure understanding of how a range of factors can inhibit scholars' ability to learn, and implement strategies to overcome these.



- ★ ★ Demonstrate an awareness of the physical, social and intellectual development of scholars, and know how to adapt teaching and learning to support scholars' education at different stages of development.
- ★ ★ Have a clear understanding of the needs of all scholars, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- ★ ★ To plan for, direct and be responsible for the work of additional support personnel within the classroom to ensure that support impacts on the learning of scholars.

6. Make accurate and productive use of assessment

- ★ ★ Make accurate and productive use of assessment in line with the expectations of the academy.
- ★ ★ Make effective use of a range of assessment for learning techniques to measure progress in lessons. Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- ★ ★ Make use of formative and summative assessment to secure scholars' progress.
- ★ ★ Use relevant data to monitor progress, set targets and plan subsequent lessons.
- ★ ★ Give scholars regular feedback, both orally and through accurate marking, and encourage scholars to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- ★ ★ Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour in both in classrooms and around the academy, in accordance with the academy's behaviour policy.
- ★ ★ Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- ★ ★ Manage classes effectively, using approaches which are appropriate to scholars needs in order to involve and motivate them.
- ★ ★ Maintain good relationships with scholars, exercise appropriate authority and act decisively when necessary.

8. Fulfil wider professional responsibilities

- ★ ★ Make a positive contribution to the wider life and ethos of the academy.
- ★ ★ Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- ★ ★ Deploy support staff effectively (where available).
- ★ ★ Take responsibility for improving performance through appropriate professional development, responding to advice and feedback from colleagues.
- ★ ★ Communicate effectively with parents, carers and external agencies with regard to scholars' achievements and well-being.

9. Personal and Professional Conduct

- ★ ★ Demonstrates a high standard of personal and professional conduct and uphold public trust in the profession by maintaining a high standard of ethics and behaviour in and outside of the academy in line with the academy's policy.
- ★ ★ Has professional regard for and actively promote the ethos, policies and practices of the academy and maintain high standards in own dress, attendance and punctuality.
- ★ ★ Understands and acts within the statutory frameworks which set out professional duties and responsibilities.

10. Values

- ★ ★ Makes the education of scholars within the academy the main purpose of the role of the teacher.
- ★ ★ Accepts accountability for achieving the highest possible standards in their own work and conduct and to be able to be self-critical and reflective.
- ★ ★ Acts with honesty and integrity at all times.
- ★ ★ Is able to forge positive professional relationship



PERSON SPECIFICATION

EXPERIENCE

- ★ ★ Successful KS3 teaching or teaching practice experience
- ★ ★ Successful SEN teaching or teaching practice experience

EDUCATION & QUALIFICATIONS

- ★ ★ Qualified teacher status
- ★ ★ Degree or equivalent qualification in a relevant subject area
- ★ ★ Evidence of recent in-service training in SEN teaching and other related areas

SKILLS & KNOWLEDGE

- ★ ★ Able to demonstrate a thorough knowledge of SEN teaching
- ★ ★ Able to demonstrate a knowledge of innovative approaches to the teaching of SEN
- ★ ★ Must be an effective teacher, skillful in communicating with individuals and have a positive presence in the classroom
- ★ ★ Displays commitment to the protection and safeguarding of children and young people

ANY ADDITIONAL FACTORS

- ★ ★ Must be confident, flexible, enthusiastic, approachable and able to inspire others
- ★ ★ Willingness to undertake professional development in the specialist subject and other related areas
- ★ ★ Willingness to assist in the development of extra-curricular activities.
- ★ ★ Must be able to contribute to the work of departmental teams.
- ★ ★ Must be determined to raise achievement
- ★ ★ Ability to offer another subject would be advantageous.

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org