



REDDEN COURT SCHOOL
Committed to Success for All



Teacher of SEND



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Information Pack



Dear Candidate,

Thank you for taking the time to consider joining the talented staff team here at Redden Court School and The Success for All Educational Trust. I am very proud to be the Headteacher of Redden Court, a school that is committed to the success of all students in our care.

Notable Achievements in recent years:

- In 2020 we were awarded the SSAT award for exceptional outcomes for our SEND Students
- We have recently been re-accredited as a Thinking School by the CEDU at the University of Exeter
- In 2019 we were awarded the 'Quality in Careers' standard for our work in this area
- The school received 2 awards from SSAT for the Progress and Attainment of students in 2016 and 2 awards in the same categories for 2017
- In the Havering Learning Partnership Awards 2019 we received the award for Wellbeing and in 2018 we received awards for Best Progress in the "Open" Subjects and an Enrichment Award for Most Innovative Technology Project. In 2017 we received awards for Best Progress Overall, Best Progress Made by Disadvantaged Students, Best Progress Made by More Able Students, Best Progress for "Open" Subjects, Best Progress in Mathematics, Best Progress in Humanities, Most Improved Attainment in the EBacc 2016
- In 2016, Ofsted recognised the progress made by the school and the fact that we have created an inclusive community where we focus on working with families to raise aspirations

We pride ourselves on being a fully comprehensive school placed at the heart of the community. We want all of our students to be happy, ambitious and to achieve results that reflect their true potential.

Our school has served the local community of Harold Wood for many years, providing a high quality education to the students of this area.

Our vision is focused on a 'Commitment to Success for All' and high levels of aspiration for every member of our community. The school is forward thinking and progressive. We seek to achieve the very best for all of our students through the use of a rich variety of educational approaches. We have caring staff who are dedicated to ensuring the students are successful in every aspect of their learning.

Redden Court is the founding school in the Success for All Educational Trust and is recognised as one of the highest performing mixed comprehensive schools in Havering. The SFAET will expand over the next few years to incorporate both local Secondary and Primary Schools and currently includes 3 Secondary Schools.



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We are an accredited 'Thinking School' and have very close links with the Cognitive Education Development Unit at the University of Exeter. Metacognition and the development of thinking skills is at the heart of our teaching and learning in the school as we believe it plays an important part in developing resilient and independent learners.

We also have very strong links with the Havering Teacher Training Programme, we are a senior partner in the Empower Teaching Alliance and we are recognised as a Leading Edge School by the SSAT. The school has also been accredited with All Together (Anti Bullying), Place2Be (Student Mental Health), SEND Exceptional Outcomes Award, The Quality in Careers Standards, Healthy Schools Gold Award and Gold Travel Ambassadors Award.

We are a growing community Trust with inclusion at the heart of our ethos and require leaders who will bring this vision to life.

These are exciting times for Redden Court School with so much change and challenge in the future.

Perceptions play a major part in your decision when choosing the right school for you to lead and build a successful career. We strongly urge you to come and visit the school prior to application.



Mr Anthony Henry

Headteacher of Redden Court School



Teacher of SEND

Pay scale: Teacher Mainscale Outer London

Start date: September 2021

Redden Court School, a place where “Pupils are enthusiastic about coming to school to learn.” (OFSTED SEPTEMBER 2016)

We are seeking to appoint an excellent classroom practitioner to teach children with learning difficulties in our growing SEND Faculty.

At Redden Court School, we believe in ‘Success for All’; children with learning needs are taught in smaller classes and follow a bespoke curriculum aiming toward GCSEs without skipping stages of learning. We are a well resourced SEND Faculty. There are two large, dedicated areas for SEND both comprising several rooms including a sensory room, spaces for small group interventions and an outdoor, ‘alternative playground’ garden.

The SEND team is enthusiastic, energetic and experts in supporting our students to reach their full potential. We are looking for an energetic, well-organised and flexible Teacher of SEND who:

- Has experience of teaching students with a range of SEND
- Takes pride in delivering high quality teaching
- Is ready to make a significant positive impact on our students and our whole school
- Is proactive and solution focussed
- Is interested in training for the National Award for SENCos

We can offer:

- A strong and supportive SLT who have placed SEND at the top of the school agenda for success
- Excellent opportunities for professional development and future career progression at Redden Court School and across our Multi Academy Trust
- A school staff team who are dedicated, collegiate, friendly and extremely welcoming
- Time in addition to PPA for ARP Lead Teacher duties and, a dedicated working space in the SEND area

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. We require the successful candidate to undertake an enhanced criminal records check via the Disclosure and Barring Service.

We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender identity, ethnic origin, disability, age or sexual orientation.



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References from 2 previous employers will be sought prior to interview.

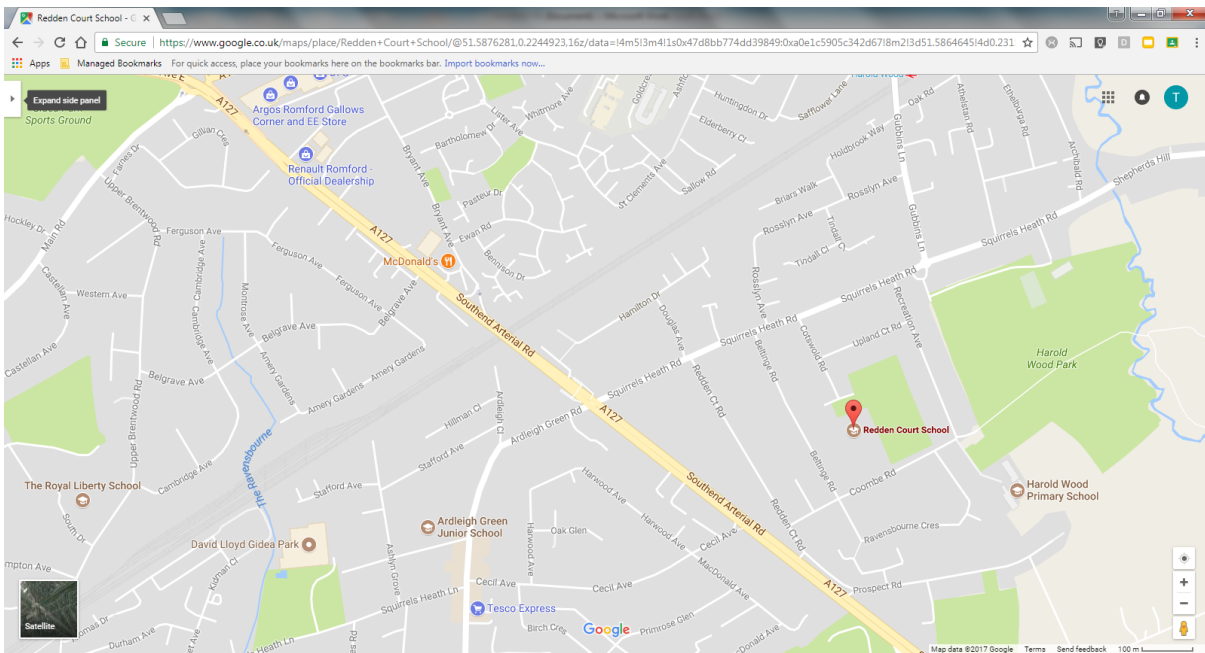
For details on how to apply, please visit our website:

<https://www.reddencourtcloud.co.uk/about-redden-court/work-with-us>

Closing date: Tuesday, 4th May 2021 at 12pm

Interviews will take place on: Tuesday, 11th May 2021

*Redden Court School is a member of the Success for All Educational Trust.
Cotswold Road, Harold Wood, Romford, Essex, RM3 0TS Tel: 01708 342293*





Job Description and Specification

Job Title: Teacher of SEND
Pay Scale: Teacher Mainscale Outer London

Main Purpose

- To support the Assistant Headteacher for Inclusion and SEND with all aspects of the management of the SEND Faculty and the delivery of its provision
- To teach students with SEND in both the specialist provision and in mainstream SEND classes

Duties and Responsibilities:

Teaching and Learning

- To contribute to the development of the curriculum for students with SEND
- To deliver outstanding lessons
- To monitor and track progress
- To support subject teachers with differentiation and strategies for students with SEND
- To organise effective interventions

Management

- To deploy and timetable Student Development Assistants for mainstream and SEND lessons
- To complete appraisal meetings and paperwork for Student Development Assistants

SEND

- To complete the National Award for SENCOs within two years
- To complete annual reviews and termly reviews
- To liaise with outside agencies concerned with students who are on the SEND register
- To support the Assistant Headteacher of Inclusion and SEND with analysing data
- To respond to queries from parents/carers

Redden Court School is committed to safeguarding and promoting the welfare of children and young people. All adults who work at the school must share this commitment to young people.



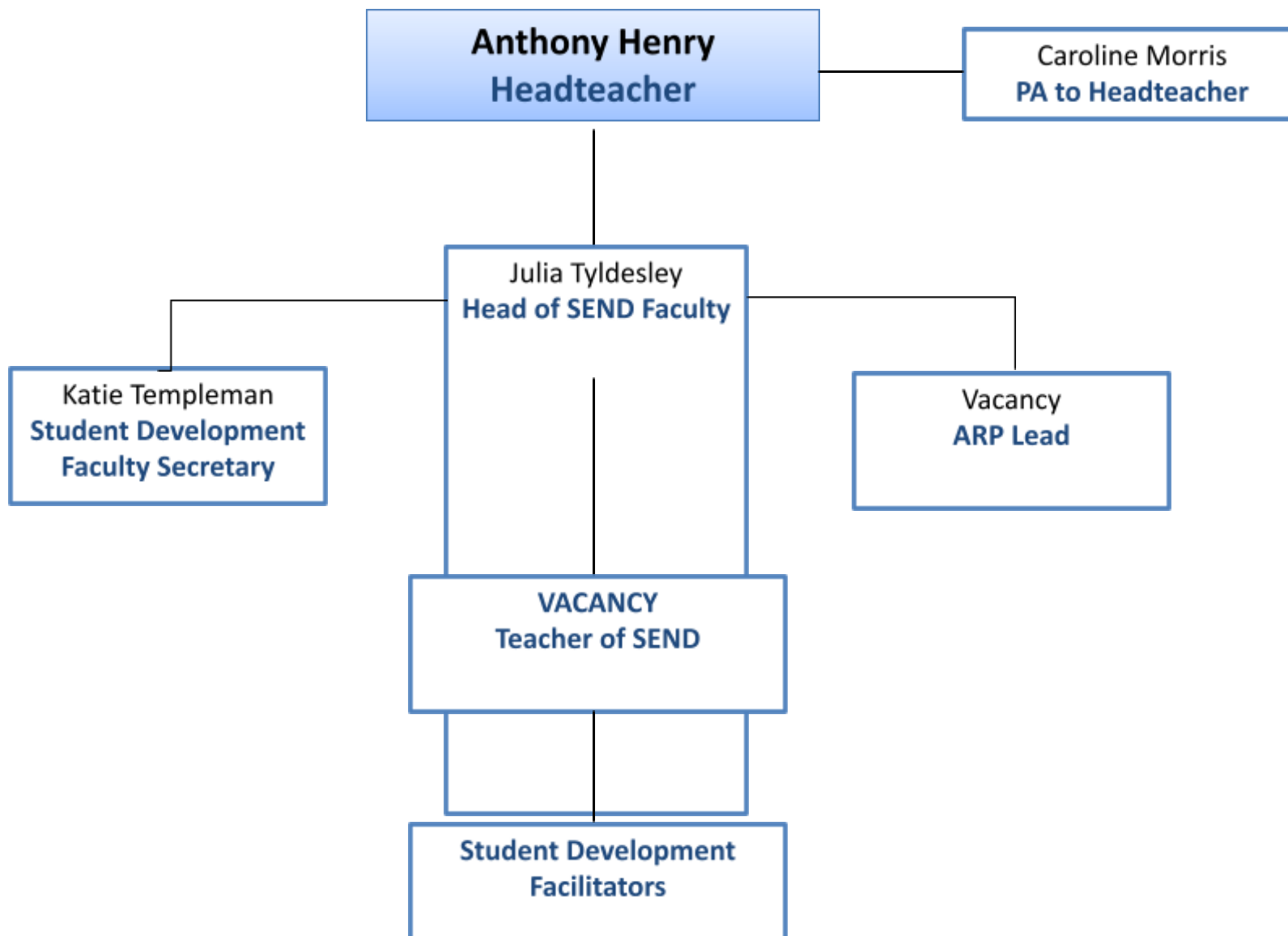
Person Specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none">• Qualified teacher status• National Award for SEND Coordinators, or a willingness to complete it within 2 years of appointment• Degree
Experience	<ul style="list-style-type: none">• Teaching experience (primary or secondary)• Experience of teaching students with a range of SEND• Experience of developing and differentiating schemes of work• Involvement in self-evaluation and development planning
Skills and knowledge	<ul style="list-style-type: none">• Knowledge of the SEND Code of Practice• Understanding of what makes 'quality first' teaching, and of effective intervention strategies• Ability to plan and evaluate interventions• Data analysis skills, and the ability to use data to inform provision planning• Effective communication and interpersonal skills• Ability to build effective working relationships with students, staff and parents/carers• Good record-keeping skills including the use of IT
Personal qualities	<ul style="list-style-type: none">• Commitment to getting the best outcomes for students and promoting the ethos and values of the school• Commitment to equal opportunities and securing good outcomes for students with SEND• Ability to work under pressure and prioritise effectively• Ability to work collaboratively and take direction as part of a team• Patience, resilience and a good sense of humour• Solution-focussed• Commitment to maintaining confidentiality at all times• Commitment to safeguarding and equality



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Google Education

Google Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device!

In summer 2012, Redden Court School adopted G Suite for Education, the free web-based communication and collaboration suite available to education establishments.

With products including Gmail, Google Calendar, Google Drive, Google Sites and Google Classroom, Redden Court School recognised the potential it would bring to classroom learning, knowledge sharing across the academies, improvements in administrative efficiency and providing access from home for all.

This enables all our students and staff to have access to the most up-to-date technology. Our academies have also rolled out many class sets of Google Chromebooks, affordable browser-based laptops that provide quick, simple access to the web!





Continued Professional Development

Redden Court School believes that all staff should be involved in a continuing process of improvement. The school is committed to fostering a positive ethos of continuous learning. Continuing Professional Development (CPD) is the means by which the school is able to motivate and develop its staff community. This development takes place at a number of levels: individual, team, whole school and through wider networks. CPD supports and reflects the ethos, values and vision of the school.

All forms of professional development are based on the following principles:

- all staff should be encouraged to develop their knowledge, skills, understanding and attitudes to enhance their professional work;
- all staff will have regular opportunities to discuss their development needs and professional aspirations through our appraisal process;
- all staff have a responsibility to participate in school focused CPD and personal career development.

Our annual CPD programme consists of a number of compulsory Twilight training sessions, these are targeted around Safeguarding and Teaching and Learning Priorities. It is expected that staff join a Focus Group which collaborates on action research based on one of our whole school priorities. In addition, all teachers should actively participate in Faculty training led by team leaders.

To supplement our compulsory provision, we offer a range of additional, voluntary CPD approaches for all staff. These include:

- attendance at a course or conference;
- in-school training using the expertise available within the school, e.g. team teaching, coaching/mentoring, skills in classroom observation, sharing existing expertise;
- school-based work through accessing an external consultant/adviser or relevant expert such as an advanced skills/SLE or lead teacher;
- school visit to observe or participate in good and successful practice, e.g. visit to a school or subject area with similar circumstances, a teaching school;
- secondments, e.g. with another teacher, school;
- shadowing opportunities to observe experienced colleagues in another setting;
- opportunities to participate in award bearing work from higher education or other providers such as the National College for the Leadership of Schools and Children's Centre e.g. NPQML and NPQH;
- research opportunities;
- distance learning, e.g. relevant resources, training videos, reflection, simulation;
- practical experience, e.g. national test or exam marking experience, opportunities to present a paper, contribute to a training programme;
- job enrichment/enlargement, e.g. a higher level of responsibility; front lining working in someone else's job, job sharing, acting roles, job rotation, shadowing.

Where possible, we try to offer a bespoke training programme for all our employees.



EXTRA-CURRICULAR TIMETABLE

There is a multitude of extra-curricular opportunity at Redden Court and we encourage all students to attend clubs weekly and be involved in what's on offer. Enrichment is an important part of school life and essential to the development of individual character and cultural capital.

The Extra-Curricular Timetable outlines what's available both before and after school and at lunchtimes.

WEEKS A AND B	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
BEFORE SCHOOL	THE AM NEWS CLUB	THE AM NEWS CLUB	THE AM ANEWS CLUB	THE AM NEWS CLUB	THE AM NEWS CLUB
	FUTSAL - WEEK A & B ROTATION	INDOOR ATHLETICS	Y10 FOOTBALL	Y9 FOOTBALL	ALL YEARS - GIRLS NETBALL
			Y7 & 8 GIRLS FOOTBALL	Y8 FOOTBALL	Y7 RUGBY
			SPORTS ACADEMY		LATIN CLUB
LUNCHTIME	MATHS PUZZLE / CHESS	DANCE	PRINTMAKING WORKSHOPS	FIIT CLUB	POLITICS CLUB
	Y9 TABLE TENNIS	MAD SCIENTISTS	CREATIVE WRITING	Y7 TABLE TENNIS	MUSIC CLUB



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	WORLD CHALLENGE	DEBATE CLUB	STUDENT NEWSLETTER	WORLD CULTURE CLUB	TEXTILES CLUB
	DIGITAL LEADERS CLUB	LITERACY QUOTES	Y10 & 11 TABLE TENNIS	HISTORY ART CLUB	GCSE TABLE TENNIS
		Y8 TABLE TENNIS	CHALLENGE FRENCH	GEOGRAPHY CLUB	ANTI BULLYING CLUB
		DUKE OF EDINBURGH		KS3 DRAMA CLUB	
				JLT MEETINGS	
AFTER SCHOOL	Y7 NETBALL	ART CLUB	GYMNASTICS	BOCCIA	Y9 RUGBY
	Y9 & 10 GIRLS FOOTBALL	CREATIVE WRITING	ARTS AND CRAFTS	GIRLS WHO CODE	YEAR 10 RUGBY
	Y7 BOYS RUGBY - INVITE PRACTISE	KS4 GIRLS NETBALL	THE CREST AWARD	SPANISH CLUB	Y8 GIRLS NETBALL
			MUSICAL THEATRE		
			STEM CLUB		



Results 2020

Results 2020	Redden Court School	
Progress 8	+0.49	
Attainment 8	55.07	+5.03
Basic English & Maths (strong)	69.80%	+9.05%
Basic English & Maths (standard)	84.56%	+11.06%
Ebacc entered	89.93%	+5.23%
Ebacc APS	5.19	+21.21%



Staff Benefits

Career Development:

- Apprenticeships
- Support towards achieving further qualifications
- Leadership programmes
- Progression opportunities
- Teacher Training Programme

Family Friendly:

- Childcare vouchers – if you are using registered or approved childcare, you can choose to take part of your salary in childcare vouchers to pay for it which are Tax and National Insurance free. This means you get extra value from your pay packet each month.

Financial:

- Pension – teaching staff access Teacher Pension Scheme and Associate Staff access Local Government Pension Scheme
- All teaching staff are allocated a Chromebook

Health and Wellbeing:

- Schools Advisory Service offering:
 - o Access 24 hours a day to a GP Helpline where you can have a telephone consultation for you and close relatives.
 - o Access to Physiotherapy
 - o Access to a counselling service
 - o Free 12 week Weight Management Programme
 - o Support for stress management
 - o Lifestyle Screening
 - o Relationship Counselling
 - o Long Term Condition support - Support for you and family members where you or a member of your family is suffering from a long term condition such as cancer, Multiple Sclerosis or Motor Neurones Disease. This list is not exhaustive.
 - o Private Medical Service
 - o Stress Counselling



20 YEARS' SERVICE



All
services are
complimentary

Health and Well-Being Services

available from SAS under your Staff Absence Insurance

Physiotherapy Service

- Up to 5 free sessions provided
- We co-ordinate specialist treatment outside the NHS to speed recovery and return to work
- Programme developed for your personal needs

Stress Counselling

- Up to 5 free sessions of phone, Facetime or Skype support
- Allows convenient access to a time and place to suit your needs
- Access to relationship counselling for you and your spouse / live in-partner



How to Access

Download the Well-Being App now at schooladvice.co.uk or via the Apple/Android store. Once downloaded click onto the relevant service you require to access more information.

Search for: schools advisory service



Medical Support

- Access to over 150 operations performed at a local private hospital to you
- Cover includes surgeon, physician and anaesthetist fees

Online GP with Video Consultation

- Access to free online GP video consultation
- Connects users with a doctor giving a rapid diagnosis
- Flexibility of a pre-planned appointment to fit in with you



SAS PREHAB Supporting staff at work
SAS REHAB Supporting staff back to work

Schools Advisory Service www.schooladvice.co.uk sales@uk-sas.co.uk
Trigg House, 11 Maisies Way, South Normanton, Derbyshire, DE55 2DS t: 01773 814400 f: 01773 814401

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VALUES AND ETHOS STATEMENT

At Redden Court, our Mission Statement has been formulated as a result of the collective input of all stakeholders in our community, parents, staff, governors and particularly our students. We have chosen to express our mission through our ASPIRE logo:



and our ASPIRE ethos:



Achieve and Accomplish

"At Redden Court we support and challenge each other to achieve and accomplish". **Connor H**

"I want to be successful in everything I do. For me it is not enough to just become okay at something. I like to know that I have not only achieved but that I have become accomplished."

Lucy E

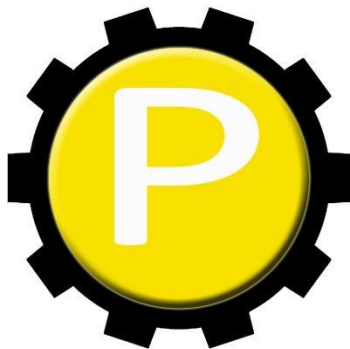


Share and Support

"Sharing is something I value – for me, sharing is caring. I value other people's opinion as they help me to build my own ideas."

Olivia W

"From as soon as I started at Redden Court it was clear that everyone was happy to listen to my ideas and give me help when I needed it." **Daniel O**



Pursue and Persist

"Being knocked down doesn't mean you just give up, it means you get back up and try even harder. It's the world telling you to just give that little bit more." **Scarlet J**

"When I have my eye on something, whether it's an 'A' in a science test, or a game winning try in rugby, I practise, practise, practise. If I keep improving, eventually I will reach my goal." **Luyi G**



Innovate and Inspire

"At Redden Court I am inspired to innovate and to think outside the box. I am encouraged to expand my knowledge and to ask myself, "what if" and "why". **Megan C**

"I think it is as important to inspire as it is to find inspiration. I am a reading mentor and hope to inspire those that I support."

Thomas B



Reflect and Refine

"In lessons, we are encouraged to think deeply about our work, recognise what we have done well and see how we can develop it. Sometimes it is hard, to be honest, but I know it will help me to succeed." **Katie C**

"Reflecting and refining means to a lot – I'm not scared to learn from my mistakes. I am able to go back to my previous work and pick out the points I can improve." **Laura Y**



Engage and Excel

"I want to surpass the expectations others have of me and know that I will need to work hard at everything - even the little things – that I need to do." **Kim D**

"I have high expectations for myself, but I know that success doesn't come without hard work." **Jed R**



Achieve & Accomplish - to gain the knowledge and skills necessary for our present and future wellbeing



Share & Support - to develop those around us by our thoughts, words and actions, and through guidance, compassion and understanding



Pursue & Persist - to set ourselves challenging tasks and not be deflected by, but instead learn from the difficulties that will come our way



Innovate & Inspire - to value creativity and seek wonder and awe in all that we do



Reflect & Refine – to recognise our potential to improve and sharpen our practice accordingly



Engage & Excel - to embrace the job in hand so as to exceed our own and others' expectations

We believe that all members of our community should be aspirational, supportive of each other, persistent, innovative, reflective and willing to engage at all times.

Our aspirational values will ensure that everyone in our community is committed to success for all.



Staff Stories



**Mr Carrington,
Deputy Head**

Redden Court recognises and rewards hard work, enthusiasm and commitment to success. I have been given the opportunity to progress from an NQT to Head of Faculty, SLT and now my current role as Deputy Headteacher within 10 years. I have been encouraged to introduce new technology to the school and work on a variety of interesting projects. The students and staff are a pleasure to work with and our team ethic is impacting positively on the progress of our students. Our reputation has been transformed in the past decade and the future is bright as we have vibrant leadership in place at all levels, quality teachers and a fantastic support network of staff who are dedicated to the needs of all students. We work closely with the other schools in our Multi-Academy Trust and continue to expand our own vision and ethos with plenty of opportunities for career development.



**Miss Todd, SFAET
Maths Lead
Practitioner**

Redden Court is a wonderful school and has supported me over the years with each stage of my professional progression. I started my training here as GTP in 2007, became leader of the house system, second in Maths and then Head of Faculty in January 2014. More recently, I have gained Lead Practitioner accreditation and when I returned to work after having my son, I was promoted to Lead Practitioner for Maths across the Success for All Educational Trust. I have been given huge opportunities and been supported each step of the way.

Redden Court is a wonderful teaching environment, with excellent resources and students who make you love the job! If you are a good teacher, with great ambition and enthusiasm you will be supported and encouraged to go on and achieve fantastic things in your career at Redden Court.



**Miss Morris, PA to
EHT and HT**

When I joined RCS over 11 years ago, I was job sharing the role of PA to the Headteacher. Now I work full time as the PA to the Executive Headteacher of the Success for All Educational Trust and the Headteacher at Redden Court School.

I have always felt supported and empowered to excel in my performance and development and am considered a valuable member of the Trust and Redden Court School team.



**Mr Pendred, Head
of Technology
Faculty**

I arrived at Redden Court School as an NQT, and at the time I never thought I would progress as quickly as I have. This is a school that really recognise and reward hard-work. From the very start I had the responsibility of being a subject leader in Product Design, then after only two years I progressed to Head of Department in Design and Technology, and in my fifth year at the school I was made Head of the Technology Faculty. I have had a key involvement in much of the school signage and have had opportunities to run school trips and lead a STEM club. This is an ambitious and supportive school full of great staff, and in my opinion there is no better place to pursue a career in teaching.



**Mr Barrett,
Business Manager**

I joined Redden Court in 2012 shortly after the school converted to Academy Status in January 2012. From that time I have learned something new every day. Little did I know the range of experiences I would have within the school. I have enjoyed every single day I have worked in the school and am extremely proud of the outcomes the students achieve and the part that I play in that. We are about to encounter an exciting time at the school with the formation of the Multi Academy Trust and building works through the Priority Schools Building Programme that will enhance the quality of provision for our students.

Redden Court is a school where I want to come to work with enthusiasm each day and I am empowered by an amazing leadership team.