



## **PRESTON MANOR SCHOOL**

Upper School site: Carlton Avenue East, Wembley, HA9 8NA

Head of Upper School: Mr. Stuart Taylor

Email: [info@preston-manor.com](mailto:info@preston-manor.com) | Tel: 020 8385 4040

Lower School site: Princess Avenue (off Carlton Avenue East), Wembley, HA9 8LZ

Head of Lower School: Mr. Kevin Atkinson

Email: [lowerschooladmin@preston-manor.com](mailto:lowerschooladmin@preston-manor.com) | Tel: 020 8385 4089

**Executive Headteacher:** Mr. Russell Denial | Website: [www.preston-manor.com](http://www.preston-manor.com)

# **TEACHER OF SPECIAL EDUCATIONAL NEEDS INFORMATION PACK**

**Permanent, fulltime role: Inner London Main/Upper Pay Scale  
Required from: April 2023**

**Closing date: noon on Tuesday 31<sup>st</sup> January 2023  
Interviews: w/c 6<sup>th</sup> February 2023**



***Making School Memorable by Striving for Excellence***



Dear Applicant,

Thank you for your interest in a post at our school and I hope that you will find the enclosed information useful.

This post is an opportunity for you to develop your career in a highly aspirational All-through school. Our Lower School currently has children in Reception through to Year 6 and our Upper School continues to develop the potential of our students from the time they join us in Year 7 through to the time many of them leave to take up places at Russell Group universities.

Preston Manor has a creative climate of success with results exceeding national averages among a diverse and truly comprehensive school community. We are proud of the feedback from visitors we often receive on our positive ethos and how warm and welcoming our School is.

Our children and students respond to the challenges of learning with enthusiasm and excitement and are as keen to succeed as their teachers. Teaching and support staff are committed and hardworking, friendly and sociable and there is a strong emphasis on professional development in an innovative and supportive atmosphere.

Our School is underpinned by three core values: Ambition, Responsibility and Excellence. We are ambitious for our young people and we develop each individual to be ambitious for themselves. We encourage our students to take responsibility for themselves as well as each other in our strive to achieve excellence for everyone.

I do hope that you will consider applying to join this successful and happy school and look forward to receiving your application.

Yours sincerely

Mr R Denial  
Executive Headteacher



The success of Preston Manor School is built on an 80-year old reputation which continues to flourish through its committed staff, dedicated Governors and supportive parents.

We are an All-through school with students ranging from 4 – 19 years. Staff are expected to make the most of this all through provision and to liaise with relevant colleagues in all parts of the school. The school is based over two sites and there may be times when colleagues are expected to work across both sites with students.

We value working in partnership together with our young people to achieve the best outcomes for every student that joins our prestigious school. The school is oversubscribed for places, reflecting the reputation the school has for its academic rigour and excellence in teaching and learning.

We are proud of our focus on student and staff wellbeing, which is evident from the moment you step into our community. We are driven in our aims and ambitions and aspire to continue to build on our success in a supportive and friendly environment.

At Preston Manor we celebrate diversity and equality of opportunity, which is reflected in our high staff-retention rates and the successes of our student population.

Preston Manor takes a highly inclusive approach in everything we do and we have a large SEN Team, including two Additionally Resourced Provisions (ASC and SLCN), working alongside our mainstream colleagues to ensure we deliver an outstanding learning experience for all our students. We are currently looking for an excellent teacher to work within our team, and the wider school, to continue to build on existing strengths and successes. We are particularly keen to hear from someone who has direct experience in working with students with complex SEN in mainstream contexts.

The successful candidate will be expected to be able to teach at all Key Stages.

**You will:**

- have a passion for advocating for neurodiverse students
- have a passion for teaching and learning
- be an innovative and strategic thinker with vision and ideas
- be an excellent practitioner
- lead by example and act as a strong role model to students and staff
- have a positive, can do attitude with staff and students
- have a proven track record of achieving outstanding student progress through own practice
- be an effective team player and value every aspect of the life of the school
- have effective interpersonal skills with the ability to inspire students and staff
- be an active learner, who constantly strives to improve, with the desire to progress

**We offer:**

- the opportunity to work across the education phases
- motivated, enthusiastic and ambitious students
- a friendly and supportive team of teachers and supporting staff
- well-resourced facilities
- a professionally stimulating and collaborative working environment
- a commitment to professional development, including an excellent CPD programme including ECT induction and Teach First training

The school is situated within walking distance of the world famous Wembley Stadium, which offers easy access to newly created facilities, including the London Designer Outlet.

The school benefits from excellent transport links via public transport and is located a short walk from both Wembley Park and Preston Road Underground Stations. Central London locations are accessible within 20 minutes from the school.

The school is also easily accessible from main roads including the M25, M1, M40, A40 and A406.

The above post provides an excellent opportunity to work in a high quality environment and to become part of a highly motivated and visionary staff.

The successful candidate will be expected to carry out their role on the school site.

Student quotes:

***"Students at Preston Manor are always aiming high supported by the teachers who push them further."***

***'Preston Manor is a vibrant, diverse and enriched community. The discipline and teaching is first-class, giving us a wider perspective of how the world around us works.'***

### **Safeguarding**

Preston Manor School and its staff are committed to safeguarding the welfare of children. The School is registered with the DBS and successful applicants will be required to complete successfully the Disclosure procedure at the Enhanced level. It is an offence for any person barred from working with children to apply for this post.

The School's Application Form will only be accepted from candidates who have completed this form in full. CV's will not be accepted as a substitute.

In addition to completing an application form, all applicants will be required to complete a criminal records self-declaration form. Please note you are not required to disclose convictions or cautions that are 'protected', as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). If you have a conviction and are not sure whether it is 'protected', please visit the Gov.UK link below:

<https://www.gov.uk/tell-employer-or-college-about-criminal-record/check-your-conviction-caution>

The safeguarding responsibilities of this post have been outlined in the job description and person specification.

Preston Manor School is committed to Equal Opportunities and welcomes applications from all sections of the community.

For further information and an application pack, email **hadmin@preston-manor.com** or download the pack from our website at **www.preston-manor.com**

The school reserves the right to close the vacancy earlier than the date advertised, so early application is advised.

## JOB DESCRIPTION

The main role of every teacher is to promote the highest possible achievement of students through consistently high quality teaching

### **Main duties and Responsibilities:**

- Safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.
- Set high expectations which inspire, motivate and challenge students.
- Teach and support children with a wide range of Special Educational Needs, including cognition, communication, ASC / ADHD, SEMH, sensory and medical needs in a range of contexts, including 1 to 1, small groups, classroom support and informal situations.
- Plan and teach well-structured lessons within a coherent curriculum that meets statutory and other relevant requirements.
- Work in partnership with other subject teachers / departments across the curriculum, ensuring lessons are fully accessible to all students (i.e. access strategies, individual personalisation, scaffolding, etc.)
- Act as a Key Worker for named high needs students, coordinating and evaluating their support and special needs provision to ensure their full inclusion and access to the curriculum, including leading Annual Reviews for students with EHCPs.
- Carry out formal and informal assessments and gather information on students.
- Assess, record and report on the development, progress and attainment of students in line with departmental and school policy.
- Monitor and evaluate the progress of students regularly and provide the necessary reports / assessments.
- Provide students with regular supportive feedback to raise progress and attainment by setting and marking work carried out by the student, both in school and elsewhere.
- Collaborate with colleagues, parents and carers as well as students to ensure we have accurate data for their special educational needs, including student voice, as well as current appropriate strategies.
- Support unstructured time in SEN students' timetables (break, lunch, homework club)
- Manage students' behaviour to ensure a good and safe learning environment in line with the school's policies on behaviour.
- Develop and maintain professional relationships with colleagues.
- Take responsibility for personal development and improving own teaching practice through appropriate professional development.
- Attend staff and departmental meetings, training days and parent's evenings.
- Carry out pastoral duties including the role of a Form Tutor as required.
- Produce and maintain attractive classroom displays.
- Promote equal opportunities for all within the school community.
- Carry out the professional duties of a school teacher, under the direction of the SENCO and Executive Headteacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

The above responsibilities are subject to review and may be modified in the light of personal or professional development and changing school needs.

The post holder is required to support and contribute to the school's ethos; its objectives, policies and procedures as agreed by the governing body. The post holder shall be subject to all relevant statutory and institutional requirements and must comply with all General Data Protection Regulations (GDPR).

**Job descriptions are reviewed regularly and may be amended following discussion with the post holder.**

**This job description should be read in conjunction with the School Teachers' Pay and Conditions Document (STPCD).**



# PERSON SPECIFICATION

## QUALIFICATIONS

### Essential

- Qualified Teacher Status
- Good Degree
- Ability to teach across subject areas

### Desirable

- Clear evidence of SEN related CPD and / or relevant experience

## KNOWLEDGE AND EXPERIENCE

### Essential

- Experience of teaching and supporting with special needs in Key Stage 3 and Key Stage 4, both individuals and groups
- Clear evidence of raising student achievement and tracking attainment
- Experience of differentiation and planning individual intervention programmes
- Up-to-date knowledge of the Code of Practice in SEN and of current practice in the field
- Good practice in creating a socially inclusive learning environment and in social inclusion
- Good time management skills
- Good communication, administration and organizational skills
- Effective management of student behaviour

### Desirable

- Experience of teaching and supporting special needs in Key Stage 5
- Experience of teaching and supporting students with a range of special needs, including ASC, specific and general learning difficulties and SEMH

## SKILLS AND ABILITY

### Essential

- Emotional literacy and empathy for all young people
- Positive attitude towards fostering school improvements and raising achievement
- Dynamic and innovative approach to teaching and learning developments within a department
- Ability to model effective teaching methods and work with others in the development of inclusive teaching and learning strategies
- Able to work in such a way as to secure the professional respect of colleagues and be adept at developing the knowledge, skills and understanding of those colleagues
- Ability to assess and promote student progress and their needs in a variety of ways
- Good interpersonal and communication skills (both verbal and writing)
- Effective organisational skills and the ability to meet deadlines
- Ability to work strongly in a team both within the school and department
- Ability to liaise professionally with outside agencies

### Desirable

- Experience of working in a multidisciplinary team
- Experience of cross-curricular collaboration

## **EQUAL OPPORTUNITIES**

### **Essential**

- Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment
- Commitment and contribution to School policies
- Committed to the promotion of equal opportunities, fundamental British values\*\* and Co-operative values\*\*\*

## **CHILD PROTECTION**

### **Essential**

- To safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct

## **DISPOSITION**

### **Essential**

- To be interested in students as individuals and how they learn
- To display a warm and approachable demeanour
- A flexible approach and sense of humour
- To display a professional manner
- To be positive and constructive
- To be resilient and assertive
- Empathetic and sensitive to differing viewpoints, especially with young people and their concerns
- Belief in the importance of teamwork

\*\* Fundamental British values – democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs

\*\*\* Co-operative values – self-help, self-responsibility, democracy, equality and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others