

March 2021

Dear Applicant,

Thank you for your interest in the post of Class Teacher at Riverside School. We look forward to receiving your completed application form.

The application form requests you to submit information in support of your application (your Supporting Statement). Please note that this should not exceed 2 pages of A4 in length.

Riverside School is committed to providing equality of opportunity and to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The post-holder will be required to adhere to the school's safeguarding procedures and policies and be seen to actively promote Riverside's safeguarding systems. All appointments will be subject to receiving satisfactory references; clearance of a full DBS check and satisfactory health clearance.

Please add an electronic signature to e-mail applications.

The closing date for applications is 9.00am on Friday 30th April 2021. If you are shortlisted you will be invited to a selection process which is provisionally scheduled for the week commencing Monday 10th May 2021.

Application forms should be returned via e-mail to recruitment@riverside.bromley.sch.uk or by post to:

Naomi Walters
School Business Manager
Riverside School
Main Road
St Paul's Cray
Orpington
Kent
BR5 3HS

Yours sincerely,



Steve Solomons
Headteacher



Teachers to work with children with ASD / SLD /PMLD

Teachers' pay scale plus 1 or 2 SEN points, dependent on qualifications and experience, plus Outer London Weighting.

Required September 2021

Are you ready to play your part in transforming the lives of children with complex needs and the lives of their families? Do you have the passion, resilience and dedication to enable our pupils to find true fulfilment? If so, we'd love to hear from you. Riverside is a highly-regarded school for children with severe and complex learning difficulties, many of whom are on the autistic spectrum. We welcome applicants from a range of backgrounds and experiences, including newly qualified teachers and we have a strong track record of supporting teachers new to special education.

We are a forward-thinking and innovative all-age special school with a diverse population: our 320 pupils are based on three sites, St Paul's Cray, Beckenham and West Wickham, in the London Borough of Bromley. Pupil, family and staff engagement is extremely important to us and we strive to involve the whole school community in making Riverside a happy, safe and truly exceptional place for our pupils to learn. Our talented, multi-disciplinary staff team have the highest expectations of our pupils and we aim to provide the kind of specialist education which families want for their children.

Our core values are at the heart of everything we do:

Aspiration Resilience Creativity Humility Integrity Trust Enthusiasm Courage Teamwork

They make up the acronym ARCHITECT to signify our passion for designing and building a school that will make an indelible mark on the world for generations to come; a school that will impact positively on everyone who enters, on people we may never meet, and in ways we may never know.

We see our pupils' time at Riverside School as just the first part of their journey and we want them to leave us at the age of 19 as confident, lifelong learners. We also want them to remember their time with us with great affection, with memories of life-enriching experiences and enduring relationships.

If you would like an informal discussion about this post, please telephone Steve Solomons, Headteacher on 01689 870519 and we are also happy to facilitate a school visit, with appropriate precautionary measures in place. We very much look forward to hearing from you.

Closing date: 9.00am on Friday 30th April 2021

Interviews are provisionally scheduled for the week commencing Monday 10th May 2021

For further details and an application form please visit the Working at Riverside section of our website www.riversideschool.org.uk; contact the School on 01689 870519 or email recruitment@riverside.bromley.sch.uk



Job description for the Post of Class Teacher at Riverside School

Salary scale: Teachers' pay scale plus 1 or 2 SEN points, dependent on qualifications and experience, plus Outer London Weighting.

Context: This job description is generic to all teachers working at Riverside School. Teachers may be asked to work with any group of children or young people on any of our three sites: Riverside St Paul's Cray, Riverside Beckenham or Riverside West Wickham.

General responsibilities.

(1) The education and welfare of designated classes or groups of pupils in accordance with the requirements of Conditions of Employment of School Teachers, having due regard to Riverside School's Vision, Aims, Objectives, Schemes of Work and School Policies.

(2) To share in the corporate responsibility for the well-being and discipline of all pupils.

(3) To carry out any reasonable instructions given by the Head Teacher or Assistant Head Teacher.

Specific Duties

1) Policy and Leadership

i) to plan and assess pupils' learning using knowledge of school policies, curriculum framework and assessment toolkit.

2) Management of Learning and Teaching

i) to have clear intentions for children's learning and to use knowledge of school policy, resources and requirements to provide profoundly personalised learning opportunities for all pupils.

ii) to use a variety of suitable teaching and learning styles appropriate to children and young people and to demonstrate the highest expectations around their achievement.

iii) to use relevant classroom leadership and management strategies to ensure that a purposeful and positive environment for teaching and learning is in place.

3) Management of People and Pupils

i) to understand that behaviour is communication and to respond analytically and creatively at times of heightened anxiety.

ii) to establish and maintain a positive regard towards both pupils and staff.

iii) to work as a member of a team, planning co-operatively, sharing information, ideas and expertise.

iv) to consult and plan with outside agencies, as appropriate.

v) to establish excellent relationships with families to promote pupils' learning and holistic development.

4) Management of Resources

i) to organise and maintain a stimulating classroom environment appropriate for the range of activities taking place and the specific needs of the pupils.

ii) to ensure that resources are organised and readily available to promote learning.

5) Evaluation and Quality

i) to monitor and assess pupils' work and use assessment to inform planning and identify individual needs.

ii) to keep records of pupils' progress and track and report achievement in line with school policy and statutory requirements.

iii) to continually reflect upon and refine professional practice according to school's professional learning policies.

6) Safeguarding

Riverside School is committed to safeguarding and promoting the welfare of children and young people. There is an expectation that all staff share this commitment. The post holder will be required to adhere to the school's safeguarding procedures and policies and be seen to actively promote them in all aspects of his / her work.

7) Equal Opportunities

Riverside School takes its duty to eliminate unlawful discrimination, harassment and victimisation seriously. All staff are expected to share this commitment and foster good relations between different groups and treat all people associated with the Riverside community with dignity and respect at all times.

8) Health and Safety

Employees are required to work in accordance with the School's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties they come in to contact. In order to ensure compliance procedures should be observed at all times under the provision of safe systems of work through safe and healthy environment and including such information, training instruction and supervision as necessary to accomplish those goals.

9) Particular responsibilities

i) to lead at least one key area from the School Development Plan (dependent on individual strengths and experience).

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General notes

i) Job descriptions are subject to review.

ii) The responsibilities listed above are the basic essentials of the post; it is always open to the post-holder to propose ways of extending these responsibilities



Person Specification for the Post of Class Teacher at Riverside School

AREA	REQUIREMENTS
Qualifications	1) Qualified Teacher Status.
Teaching Experience	2) Recent experience of teaching pupils with additional needs (in substantive post or on teaching placement). 3) Experience of teaching a wide range of pupils with a strong commitment to equality of opportunity in principle and practice.
Professional Skills	4) Evidence of exciting and engaging classroom practice. 5) Evidence of innovative and creative collaborative work with colleagues. 6) Evidence of successful multi-agency working. 7) Proven ability in working successfully as part of a staff team. 8) Evidence of knowing how to evaluate one's own strengths and areas for development. 9) Evidence of high levels of professionalism within a challenging environment. 10) Evidence of successful and personalised work with families. 11) Evidence of effective delegation to support staff. 12) Able to retain confidentiality at all times.
Knowledge	13) Knowledge and experience of current good practice in specialist education. 14) Knowledge of recent curriculum and assessment developments in specialist education. 15) Knowledge of child development as this pertains to effective teaching and learning. 16) More extensive knowledge and interest within at least one area within the SDP. 17) Knowledge of successful practice in teaching pupils on the autistic spectrum.
Personal Skills	Proven ability to: 18) Generate enthusiasm for new ideas in both pupils and staff. 19) Inspire others with confidence. 20) Communicate effectively to groups and individuals. 21) Demonstrate a flexible approach to a variety of issues and a willingness to listen to others. 22) Analyse situations, to prioritise and to help to implement realistic solutions. 23) Provide advice and guidance to parents in a positive and clear manner. 24) Remain calm when working under pressure.
Philosophy	25) Commitment to the provision of high quality education for all pupils. 26) Expectation of high pupil achievement. 27) Respect for pupils' individual differences. 28) Commitment to parental partnership in education and developing links between school, home & the community.