



Recruitment Pack



Class Teacher

ASC, SLD, PMLD, Challenging Behaviour

www.millwoodschool.co.uk

Millwood School, Bury

Full Time Permanent Teacher Post (2 posts)

Required from 1 September 2025

MS-UPS (plus SEN1 point)

Millwood is an outstanding primary special school for pupils who have significant additional educational needs.

We invite applications from excellent practitioners including ECTs from mainstream or special settings to deliver our broad and balanced curriculum with pupils with a range of SEND needs across the primary age range.

What our pupils say about Millwood:

"I belong at Millwood"

"Millwood is a magic school"

"I love Millwood"

What our parents say about Millwood:

"My son wakes me every morning at 5am saying school and clapping. He can't wait to put his uniform on."

"O loves school to the point he wakes me up every weekend holding his uniform he loves it so much"

"Teachers and staff are lovely, friendly and helpful"

"Millwood really is a fantastic place to work. Everywhere you turn there is always a friendly smile and support readily available; all you need to do is ask."

"Being a teacher at Millwood is an absolute privilege. From the moment you walk through the doors you are welcomed by everyone. The children make each day so wonderful and to see them smiling and enjoying school brings me so much happiness. It is a joy to work alongside like-minded, enthusiastic colleagues at Millwood who really do strive to bring out the best!"

"We are led by an incredible leadership team who ensure that work life balance is an absolute priority and they are all extremely supportive in all aspects of teaching life."

"Millwood has and will continue to be my dream job, I feel very lucky to be able to teach the most wonderful children."

Our School Vision:

‘To open up the world for our school, family and community. Driven by our values we will ensure a magical journey and memorable discoveries through our aspirational, engaging curriculum. We will inspire confidence and a love of learning in a happy, safe and nurturing environment with respect for all.’

Our values:



Millwood can offer:

- Wonderful children who will make you smile everyday.
- A robust induction and comprehensive professional development programme
- An inclusive, nurturing and friendly working environment.

The interview will include an observation of teaching at Millwood school and an interview

Employees of Millwood Primary Special School have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm. Our safeguarding policy can be found here:

<https://www.millwoodschool.co.uk/school-information/policies>

Millwood is a Disability Committed School.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), two suitable references, health clearance and right to work in the UK. We will conduct an online search of shortlisted candidates in line with .

Closing date: 5 March 2025

Shortlist date: 7 March 2025

Interviews: 17 & 18 March 2025

Visits to school are welcomed by appointment on either 27 February or 3 March 2025 at 4pm. Please email recruitment@millwoodschool.co.uk to request a visit.

Application Forms are downloadable from this page and returnable via email to recruitment@millwoodschool.co.uk

Job Description

TEACHER: ASC, SLD, PMLD, Challenging Behaviour

SALARY: MPR/UPR plus one SEN point

Line manager – Assistant Headteacher or Deputy Headteacher

Main responsibilities: General

- To act as a role model for the school's values and to be an active participant in positively driving the culture of the school
- To recognise that they are employed by Millwood Primary School and they may be deployed in any situation appropriate to their qualifications, experience or skills.
- To follow and fulfil all responsibilities set out in the Teachers' Standards outlined by the Department of Education
- To carry out the professional duties of a teacher as set out in the current Teacher's Pay and Conditions Document
- To ensure the cognitive, personal, social, emotional, physical and sensory and communication needs of pupils in their care are met
- To lead a subject area (not applicable to ECTs)

Teacher responsibilities:

- To provide a safe and stimulating learning environment for all pupils
- To develop positive relationships with all pupils built on mutual trust and respect, that will encourage them to take full advantage of learning opportunities provided
- To have high expectations for all pupils which enable them to be inspired, motivated and challenged
- To plan, prepare and teach lessons in line with the school's curriculum policy and practice and taking into consideration all the needs of the pupils
- To use formative, summative and evaluative assessments that measure attainment and progress, and complete reports on pupils as required
- Co-ordinate or manage the work of other staff particularly in class teams
- Register and supervise pupils before, during and after sessions as appropriate
- To develop positive relationships with stakeholders (staff, governors and parents) and work effectively in partnership with them
- To keep abreast of developments in education and pedagogy
- To reflect on own practice, engage positively in CPD (disseminating to colleagues where appropriate), refine teaching approaches in light of feedback from colleagues and engage fully in appraisal system
- Make a positive contribution to the wider life of the school
- To promote Equal Opportunities, inclusion and diversity in all aspects of school life
- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher
- Promote and ensure pupil's personal development, health and safety and emotional well being including reporting any safeguarding/ child protection issues in line with Millwood's policies and practice.
- Participate in induction training, staff meetings and Professional Activity Days

PERSON SPECIFICATION

Please would all candidates provide written evidence on the application form of having achieved all the essential criteria marked AF and, where possible, the desirable criteria

AF=application form; I = interview; LO = lesson observation

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications and experience</p>	<p>UK Qualified Teacher Status (AF)</p> <p>Eligible to work in the UK (AF)</p> <p>Evidence of teaching children, including disadvantaged children, in mainstream nurseries, schools or settings and/or special education (AF)</p> <p>Evidence of successful and sustained teaching in challenging settings or situations (AF)</p>	<p>Further qualification in Special Educational Need (SEN) (AF)</p> <p>Higher qualification in education eg Med (AF)</p> <p>Evidence of teaching children in special education (AF)</p>
<p>Leading, managing and working in a team</p>	<p>Proven ability to motivate, lead, manage, direct, challenge and support colleagues over time to achieve targets to secure school improvement eg a School Improvement Plan (AF/I)</p> <p>Evidence of successful collaboration or partnership working with a multi-professional team to raise pupil achievement by removing or reducing barriers to learning for a pupil or pupils with special educational needs (AF/I)</p> <p>Proven ability to lead other colleagues in order to achieve a stated education aim/objective in the short term eg leading a class team to achieve the lesson objectives by the end of a lesson (AF/I/LO)</p>	<p>Experience of demonstrating accountability for pupil achievement to governing body and other audiences (AF)</p> <p>Evidence of contribution to a pupil's EHC Plan and/or annual review (AF)</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Leading learning and promoting pupil well-being and mental health</p>	<p>Evidence of setting high standards of achievement which inspire, motivate and challenge pupils. (AF/I/LO)</p> <p>Within a lesson, ability to plan, motivate, lead, deliver, record and assess the learning of individual pupils or groups of pupils to achieve excellent education outcomes within a class or school/nursery setting. (Lesson observation in Millwood as part of the interview process)</p> <p>Over time, as evidenced in pupil work, proven ability successfully to motivate and lead the learning of individual pupils or groups of pupils to achieve very highly within a class or school/nursery setting. (AF/I)</p> <p>Knowledge of effective best practice teaching and learning strategies, including phonics and mathematics, for pupils with a range of strengths and special educational needs (AF/I/LO)</p> <p>Evidence of excellent subject, aspect and curriculum knowledge which have resulted in good/outstanding pupil achievement (AF/I/LO)</p> <p>Knowledge of a Pre-Subject Specific Curriculum (AF/I/LO)</p> <p>Knowledge of SEND assessment systems and providers (AF/I/LO)</p> <p>Evidence of excellent knowledge of communication systems for pupils with a range of SEN which have had a proven positive impact on pupil achievement (AF/I/LO)</p> <p>Evidence of excellent technological skills which have supported pupil achievement and enjoyment (AF/I)</p>	<p>Experience in the use of appropriate assessment tools (AF/I)</p> <p>Experience in the use of appropriate data tracker (AF/I)</p> <p>Evidence of outstanding/leading practice in a curriculum area (AF/I)</p> <p>Evidence of outstanding/leading practice in school development (AF/I)</p> <p>Evidence of outstanding/leading practice in implementing interventions within a school setting (AF/I)</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Leading learning and promoting pupil well-being and mental health</p>	<p>Evidence of Continuing Professional Development enhancing pupil achievement and outcomes (AF//LO)</p> <p>Evidence of positive working relationships with pupils which are instrumental to their success – including behaviour support, reward systems, strategies to promote mental health. (AF//LO)</p> <p>Evidence of the ability to forge and maintain positive links with families and carers to ensure the best possible outcomes for pupil well-being (AF/I)</p> <p>Evidence of the ability to promote “pupil voice” within school and the community in order to enhance pupils’ independence and self-esteem (AF//LO)</p> <p>Excellent written and oral English communication skills. (AF//LO)</p> <p>Evidence of excellent organisational ability, time management, resource management and staff deployment (AF//LO)</p>	
<p>Safeguarding, risk assessment, health and safety, behaviour management</p>	<p>Excellent knowledge and understanding of safeguarding and child protection policy, procedures and practice including for looked-after children (AF/I)</p> <p>Evidence of an understanding of the Prevent duty (AF/I)</p> <p>Evidence of excellent knowledge and application of risk assessment including out of school (AF/I)</p> <p>Evidence of excellent knowledge and understanding of health and safety policy, procedures and practice (AF/I)</p> <p>Evidence of successful management of behaviour e.g. in an Individual Behaviour Plan (AF/I)</p>	<p>Evidence of additional training in child protection eg Female Genital Mutilation (FGM), Child Sexual Exploitation (CSE), Fabricated or Induced Illness (FII), Child on Child abuse, Contextual Safeguarding (AF)</p> <p>Evidence of additional training in health and safety eg as a fire marshal, Educational visits Co-ordinator (EVC) (AF)</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE
Code of Conduct	<p>Commitment to Equal Opportunities and Racial Equality, democracy, the rule of law, individual liberty, mutual respect, tolerance of those with different faiths, cultures and beliefs. (AF/I)</p> <p>Evidence of commitment to a school community including upholding the school's policies and practices, maintaining high standards of ethics and behaviour inside and outside school, and acting within the statutory frameworks (AF/I)</p> <p>Evidence of maintaining high standards in attendance and punctuality (as set out in Teacher Standards) (AF/I)</p>	<p>Evidence of promoting school values and ethos in the local community (AF/I)</p> <p>Knowledge and application of The UN Convention on the Rights of the Child (AF/I)</p>

Updated 06/02/2025 - B Savage