



never give up.

**Primary Teacher x 2**

**Maternity Cover Contract up to one year**

**MPR (£23,719 - £34,664)  
+ SEN1 (£2,169)**

**Start Date: 1 start ASAP and 1 start for September 2020**

**Closing Date: 12pm Tuesday 14<sup>th</sup> April**

**Interviews: 24<sup>th</sup> April 2020**

Courtlands Special School Academy is a friendly and ambitious academy in Plymouth which caters for primary aged children (4-11) with Moderate Learning Difficulties and Social, Emotional and Mental Health needs. Our innovative curriculum is based on meeting individual's needs rather than schemes of work, and provides a wide range of curriculum and therapeutic input.

We are leaders in our field, having won numerous national awards for our work, and work in a Trauma Informed way to support our children to overcome their difficulties and make great progress in all areas of their development. We constantly strive for the best ways to support our children, and welcome innovation and new, evidence based ways of working.

We are looking to recruit an outstanding teacher to join the team. We are looking for a teacher with a real passion for working with complex but rewarding children in a supportive and compassionate environment. You will need high levels of emotional resilience, and good coping strategies born out of successful experience of teaching and supporting children with complex needs including Social, Emotional and Mental Health Difficulties such as ADHD and attachment disorders; Communication and Interaction needs such as ASC and Speech and Language Difficulties. This could be in either a special school or mainstream school, with mainstream experience being an advantage.

We welcome applications from experienced teachers

We can offer you a motivated and skilled staff team and a real opportunity to make a difference to the future of our wonderful children and school. We look after our staff with award winning care for their wellbeing (National Wellbeing in Schools Award 2019). You won't be taking marking home to do in the evening, and you will be given the freedom to meet the needs of the pupils in your class, along with the resources to do it. You will receive training in a wide range of SEND and real time support and mentoring from a Leadership Team whose door is literally open all the time.

We want staff who see the children's challenges for what they are, who can PACE with the best of them, and can remain calm under pressure.

*For more information, an application pack, an informal discussion or to arrange a site visit, please contact Katherine Wildman, Recruitment Manager on 01752 396118 or email [recruitment@aceschools.net](mailto:recruitment@aceschools.net)*

Find out more about who we are and what we do on our website [www.courtlands.acemat.uk](http://www.courtlands.acemat.uk) (you will be able to download an application form and job description from the Vacancies section).

**We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is subject to an Enhanced Disclosure and Barring Service (DBS) check and will be undertaken before a confirmed offer of employment is made to successful applicants.**

*You will be required to undertake MAPA training as part of your induction and essential qualification and person requirements should be met as per role profile to be considered for shortlisting.*

<b>Job Title</b>	Class Teacher
<b>Reporting To</b>	Headteacher
<b>DBS Check Required</b>	Enhanced

### Job Purpose

- Be responsible for the learning and achievement of all pupils in the class ensuring equality of opportunity for all
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Take responsibility for promoting and safeguarding the welfare of children within the school

### Responsibilities

- You are required to carry out the professional duties of a teacher as set out in the most recent Schoolteachers' Pay and Conditions Document
- All teachers have a responsibility for providing and safeguarding the welfare of children they are responsible for or comes into contact with
- To carry out and use assessments to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils
- Ensure that pupil provision appropriately supports the SEND needs of the children
- To support a designated curriculum area as appropriate
- To monitor and support the overall progress and development of pupils
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential
- To share and support the school's responsibility to provide and monitor opportunities for personal growth and enjoyment
- To support the ethos, aims and vision of the school
- To carry out duties as assigned by the Headteacher
- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

## Experience & Job Knowledge

### Essential

- Proven experience of teaching primary age pupils with additional needs either in a mainstream or special school setting
- Understanding of the new national curriculum, and how to adapt it for pupils working significantly below age-related expectations
- Knowledge or experience of successfully supporting children with MLD and associated behaviours (not necessarily in a special school)
- Evidence of recent and relevant professional development
- Experience of child protection procedures and commitment to safeguarding pupils
- Proven ability to plan and teach outstanding lessons, ensuring high standards, continuity and progression
- Ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others
- A good understanding of child development and learning processes within SEND and how to overcome barriers to learning
- Ability to set and maintain high standards of behaviour and expectations whilst meeting individual needs
- Proven ability to ensure continuous assessment, recording and reporting on the development, progress and attainment of pupils
- Ability to support and maintain effective teamwork
- Ability to create and maintain inclusive links with other agencies and mainstream schools/colleges
- Ability to deal positively with staff, children and parents in sometimes difficult circumstances
- Ability to manage the swimming provision, organise Sports Day, other sporting events and run an after school sports club

### Desirable

- Experience in a variety of educational settings including mainstream schools
- Proven expertise in working with children who present difficult or challenging behaviour and meeting their wider needs through Pupil Centered Planning approaches
- Knowledge of setting and reviewing SMART IEP and Annual Review targets, and the statementing process in general
- Experience of TA appraisal
- Experience of 'Precision Instruction', writing and reviewing IEPs, developing personalised interventions for pupils and reviewing progress
- Willingness to contribute to, and support professional development across the whole staff

## Qualifications

### Essential

- Qualified Teacher Status

### Desirable

- SEND related qualifications or training, e.g. SENCO qualification or specific training in Mental Health, ASC, ADHD etc

**Personal Qualities and Attributes**

- Commitment, passion and drive for high standards in supporting children with additional needs to succeed
- Resilience to challenging behaviour from pupils and a forgiving 'every day is a new start' attitude
- Understanding that physical intervention is a last resort to keep children safe, and a willingness to undertake it (with training) when all else fails
- Ability to work successfully within a team, supporting colleagues
- Flexible and a positive attitude to change