



CANDIDATE INFORMATION PACK

**Teacher of Special Educational Needs and Disabilities
(SEND)**



CONTENTS



| | |
|--|---------|
| A Message from the Principal | Page 3 |
| Skinnners' Academy History | Page 4 |
| Skinnners' Academy Mission, Values and Specialism | Page 4 |
| Staff Rewards and Benefits | Page 5 |
| Job Description | Page 8 |
| Person Specification | Page 11 |
| Job Advertisement | Page 12 |

Dear Applicant,

Our Vision:

“Be the best you can” this is what we ask of our pupils and our staff.

We are committed to providing the very best educational experience for our young people and invite applicants who share this commitment and want to be a part of our success story. We believe in the power of the curriculum and so intentionally have the following at the core of our practice:

- A pragmatic approach to pedagogical practice that reduces teacher workload
- Teaching powerful knowledge rather than parroting the knowledge of the powerful
- CPD which is rooted in the best educational research, often with a foundation in cognitive science

The Academy is on a journey from Good to Great and the recruitment of an inspirational **Teacher of Special Educational Needs and Disabilities (SEND)** is crucial to the success of this journey.

About You:

- You can motivate and inspire pupils to build on their current achievements
- You have excellent interpersonal skills and a commitment to collaborative working
- You are committed to working in an inner city school and believe that such schools should provide the best possible environment for academic success and personal development
- You have an excellent track record of outstanding teaching across Key Stages 3 to 5
- You are resilient and have a great sense of humour, as you never give up.

About Us:

- We provide a world class education for boys and girls aged 11-19, in a modern state of the art building that opened in September 2010.
- We provide a welcoming, caring and stimulating environment with excellent teaching facilities.
- We have pupils who strive to maximise their achievement and are fully supported by parents who work with us in partnership.
- We have excellent transport links; 5 min walk from the bus stop or 7 min walk from Manor House tube station which serves the Piccadilly Line.
- We have a high-quality teaching staff fully committed to supporting pupil's academic and personal development.
- We offer excellent opportunities for your own professional development
- We believe qualifications open doors but are only part of the story. All children deserve a full rounded education

Thank you for your interest in our Academy. I look forward to receiving your application.

Shereka James
Principal

SKINNERS' ACADEMY HISTORY

Skinners' Academy, a school in the Woodberry Down (North Hackney) community for boys and girls aged 11-19, provides a world class education in a state-of-the-art building. The Academy opened in 2010 and is supported by the Skinners' Company, who is proud of the Academy being at the heart and hub of the local community.

The Academy provides a learning environment that is inspiring, exciting and motivating for every student. Therefore, with your contribution, we will challenge and support their paths to success.

Our "Be the best you can" ethos is applicable to both students and employees.

OUR MISSION

'Be the best you can'

Our Mission:

The Principal and Governors at Skinners' Academy believe that all children will be the best they can be by working in active partnership with the Academy to achieve excellence for themselves and the wider community. The Academy will provide the necessary prerequisite skills, knowledge and experiences for children to ensure they have the opportunities to succeed. Not only will our young people be successful and productive citizens but, they will be a source of influence in the society that they live in, ensuring that they make sustainable and authentic contributions for future generations.

Our Values:

- Be Curious** - We will ask the right questions, learn from others, and look for ways to work smarter.
- Be Cooperative** - We will work in partnership with others to achieve our goals.
- Be Determined** - We will see challenges as obstacles that we can overcome. We will not give up.
- Be Kind** - We will be generous with our time and resources; we will show empathy.
- Be Respectful** - We are committed to upholding the values of equality and inclusion. We will not tolerate prejudice in any form.
- Be Outstanding** - Exceptionally good; this is what we strive for 100% of the time.

Our Specialism:

In our commitment to ensuring that our young people are not only prepared for every step of their learning journey but that they also have the agency to influence their future, we believe that Enterprise forms a crucial role in realising this. As an Academy we will ensure that students understand the skills of Enterprise and that they can use these effectively to carve out their desired futures.

"Enterprise is about motivating young people to learn and excel in their education and to see the relevance of their studies. It is more than the creation of entrepreneurs, it is about a can-do and positive attitude and equipping people with the confidence to develop ambitious career and vocational interests. Enterprise therefore supports the development of a wide range of work and professional skills and capabilities, including resilience, risk taking, creativity and innovation, as well as a self-belief that starting a business is a viable career choice and one of the most exciting and challenging things a person will ever do."

- Lord Young 2014

STAFF REWARDS AND BENEFITS

Annual Season Ticket Loans

Staff members can apply for an annual season ticket loan where the cost of the season ticket is spread over 10 monthly payments, interest free.

Cyclescheme

Skinners' Academy is a registered employer of the Cyclescheme which is the UK's most popular Cycle to Work benefit, providing staff members with the opportunity to purchase a bike of their choice, tax free. Staff can save 25-39% of the cost of a new bike and accessories whilst also spreading the cost. Payments are deducted via payroll over a term of 12 months.

CycleScheme has also launched the UK's first Cycle to Work scheme for City Bike Hire, perfect if you can't have a bike of your own or if you want a multi-modal commute.

City Bike Hire enables staff to save 32-42% on the cost of bike hire membership. Cyclescheme has partnered with Santander and Brompton, with more exciting partnerships coming soon.

Discounted Mortgages for Teachers

Endorsed by the NEU, Teachers Building Society was established specifically to help teachers with smaller deposits buy their very first home. As the only building society dedicated to teacher lending, they not only reserve their best (cheapest) mortgage deals especially for teachers but they use their expert understanding of the education industry to make the home buying process as smooth and simple for teachers as possible. Buying a property with someone else? No problem, only one applicant needs to be a teacher.

Employee Assistance Programme

Our Employee Assistance Programme (EAP) is a package of emotional and practical support that provides the following:

- A range of counselling options including telephone, online or face-to-face sessions, and a mindfulness module
- A dedicated coaching service for line managers, aimed at developing soft skills and building confidence for handling challenging situations
- Financial, legal and practical support from qualified professionals on a range of personal issues
- Access to online health and wellbeing resources and a specialist information service

This free service is confidential and can be used to support staff with any personal or work-related issues that may be affecting their wellbeing.

Fitness Club

Skinners' Fitness Club aims to improve staff wellbeing and mental health as well as fitness. Equipment is provided, including boxes for plyometric work as well as advice and personalised support.

Gift Vouchers for 100% Attendance

We really value staff commitment to each working day and as a token of this, each term, staff members who have achieved 100% attendance participate in a prize draw, offering them the prospect of winning £100 worth of LOVE2SHOP vouchers which is accepted in over 20,000 stores, restaurants and attractions.

Local Café Discount

One of our local cafés, [215 Hackney](#) kindly offers all Skinners' Academy staff a 15% discount on food and drinks upon presentation of their staff ID card.

They are a casual café and restaurant serving Middle Eastern breakfast, brunch/lunch and dinner with an East London Twist. They are located at 149 Woodberry Grove, Hackney, London N4 2SB.



Opening Hours are:

Monday - Friday, 8am - 6pm

Saturday, 8am - 6pm

Sunday, 9am - 6pm

London Borough of Hackney School Staff Offers

All employees of London Borough of Hackney schools can register for the borough's savings and discounts scheme where employees can enjoy 100's of offers on big name brands such as BT Broadband and supermarket digital gift cards. Employees can register for free using their school email address and Scheme ID Number.

Pension Scheme Contributions

We pay in a high percentage of monthly contributions for Teaching Staff (Teachers' Pension Scheme) and Support Staff (Local Government Pension Scheme) members enrolled in these pension schemes.

Running Club

Skinners' Running Club gives staff the opportunity to get active and join other runners within the Academy along a route which passes a climbing castle and sailing club, with beautiful views. All staff are welcome to join in, every Tuesday after the Academy day.

Social Events

The Skinners' Social Committee helps to connect staff during this challenging time by organising lively staff social events to ensure that staff get the opportunity to unwind and enjoy a well-deserved break from work.

Staff Wellbeing

Regular guided mindfulness meditation takes place accessed remotely via the Skinners' Academy All Staff Wellbeing Channel in MS Teams.

Regular Wellbeing Audits occur throughout the year, followed by a Wellbeing Action Plan, giving opportunities for staff, students and parents to suggest strategies that would positively impact wellbeing.

We encourage a culture of celebrating each other. 'Staff Shout Outs' can be sent via a link for members of staff to nominate a colleague they particularly want to celebrate each week.

Techscheme

The Techscheme is powered by Apple and Currys PC World and lets staff members choose from over 5,000 tech products from tablets and televisions, fitness trackers and phones, to games consoles and kitchen appliances. Staff can spread the cost from their salary via a salary sacrifice across 12 months and make a National Insurance saving of up to 12%.

JOB DESCRIPTION

| | |
|-------------------------|--|
| Post Title: | Teacher of Special Educational Needs and Disabilities (SEND) |
| Grade: | Main Pay Scale / Upper Pay Scale |
| Responsible to: | SENDCo |
| Responsible for: | Learning outcomes of students with SEND |

Principal Accountabilities

1. Provide high quality teaching and learning experiences for students in the SEND department
2. To support the SENDCo with effective intervention, high expectation and achievement for pupils with SEND, so that all learners are known, valued and understood.
3. To support the SENDCo with the development and implementation of the Academy SEND Policy, in order to raise achievement of SEND pupils

Main Activities and Responsibilities

Main duties and responsibilities are indicated here. Other duties at an appropriate level and nature may also be required and will be negotiated.

1. Teaching and Learning

To support the SENDCo to:

- Identify, adopt and communicate the most effective teaching approaches for pupils with SEND.
- To develop learning activities to meet the needs of pupils with SEND.
- Teach study skills that will develop SEND pupils' ability to work independently.
- Share, collaborate and communicate with Heads of Department and Heads of Year on the effective strategies for teaching pupils with SEND.
- With support from the SENDCO liaise with other schools to ensure continuity of support and learning when transferring pupils with SEND.
- Together with appropriate staff such as the Head of Student Services and Head of Inclusion, develop effective ways of overcoming barriers to learning with regards to pupils with SEND.
- Contribute to communication passports giving pupils with SEND a strong voice in how they learn best and ensuring this is communicated to key staff responsible for the learning of a pupil with SEND.
- Support opportunities to engage parent and carers through SEND workshops and coffee morning.
- Be adequately trained and be able to deliver an appropriate programme to KS4 pupils.
- Be able to plan, deliver and teach either English or Maths lessons to Year 7 pupils.
- With support from the SENDCo advise Teaching Assistants of the needs of students with learning inclusion issues and of suitable methods and strategies to remediate these needs. This may include the modelling of good practice or support with planning and review.
- To develop curriculum resources to ensure that pupils identified as having SEND have the required levels of support.
- To support the SENDCo in managing the implementation of an inclusive curriculum.

- Within the context of the Academy's aims and policies, to work with the SENDCo to develop and implement intervention groups and support.
- To provide all those with involvement in SEND the support, challenge, information and development necessary to sustain motivation and secure improvement in learning.
- To support learning of students as allocated by the SENDCo and in co-ordination with Heads of Year.
- To support the provision of SEND, including the allocation of support time and the writing of Pupil Profiles.
- To work with the SENDCo to ensure that staff are kept informed of pupil's SEND and advise on areas to develop and support.
- To liaise with and inform parents/carers about the specifics of the SEND provision for their child under the direction of the SENDCo.
- To support meetings of SEND staff, communicate information to staff and co-ordinate resulting action.
- To offer and advice and support to teaching staff in providing a quality first teach approach, under the direction of the SENDCo.

2. Recording and Assessment

- Assisting the SENDCo with the identification, assessment and provision for all children with Special Educational Needs or Disabilities
- Supporting systems for identifying, assessing and reviewing SEND provision and progress in line with statutory requirements under the current Code of Practice.
- Develop understanding of learning needs and the importance of raising achievement among SEND pupils.
- Attend consultation evenings and keep parents informed about their child's progress and also seek their input recognising strong partnerships between the Academy and parents are necessary to ensure effective SEND provision.
- Liaise with the Examinations Officer to ensure appropriate access arrangements are in place for pupils with SEND.
- Monitoring student progress through the use of IEP's, IBP's and other school wide or departmental assessment data to ensure that appropriate intervention strategies that raise overall standards are implemented.
- To maintain provision maps under direction from the SENDCo.
- Ensuring that accurate and detailed records are kept of meetings and discussions with parents and outside agencies.
- To monitor the progress of students with SEND and advise the SENDCo.

3. Other Key Tasks

- To assist with the smooth day-to-day running of the Department
- To keep up to date with national developments in the departmental area, and to remain informed of recommended teaching practice and methodology.
- Planning and delivering, in consultation with the SENDCo, suitable programmes of work and in-class support strategies for students with SEND.
- Keep detailed records of the progress of key students receiving learning support, including writing and reviewing IEP's and Annual Reviews.
- Taking every opportunity to positively engage with parents and carers, forming strong links to communicate regarding all SEND issues related to their children.
- To assist with applications for statutory assessment if required.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. They may be required to do other duties appropriate to the level of the role, as directed by the Principal.

Key Organisational Objectives

The Postholder will contribute to the Academy's objectives in service delivery by:

- Following Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equalities policies demonstrating commitment and contribution to improving standards of attainment.
- Adopting client care and quality assurance initiatives.
- Fulfilling the role of Student Personal and/or mentor if required.
- Contributing to the maintenance of a caring and stimulating environment for young people.

Conditions of Service:

Governed by the National Agreement on Pay and Conditions of Service, supplemented by local conditions as agreed by the Governing Body.

Special Conditions of Service

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview.

This post allows substantial access to children, candidates are required to comply with Academy procedures in relation to DBS checks. If candidates are successful in their application prior to taking up post, they will be required to give written permission to the Academy to ascertain details from the Disclosure and Barring Service (DBS) regarding any convictions against them and, as appropriate the nature of such convictions

Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the Academy Equalities Policies.

Person Specification

Job Title: Teacher of Special Educational Needs and Disabilities (SEND)

| | Essential | Desirable |
|---|-----------|-----------|
| Qualifications | | |
| Educated to Degree level or equivalent | ✓ | |
| Qualified Teacher Status | ✓ | |
| National Award in Special Educational Needs Co-ordination | | ✓ |
| Experience | | |
| Ability to use IT effectively | ✓ | |
| Use IT to raise achievement and as a management tool | ✓ | |
| A commitment and understanding of the use of ICT within the curriculum | ✓ | |
| Ability to teach SEND students in KS3, KS4 and KS5 | ✓ | |
| Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work | ✓ | |
| Demonstrable experience of improving successful student outcomes in the last three years | ✓ | |
| High quality outcomes | ✓ | |
| A record of continuous professional and career development | ✓ | |
| Skills | | |
| Personal | | |
| Must be well organised | ✓ | |
| Must be well presented | ✓ | |
| Excellent communication and organisational skills | ✓ | |
| Ability to work hard under pressure while maintaining a positive, professional attitude | ✓ | |
| Ability to organise and prioritise workload and work on own initiative | ✓ | |
| Good interpersonal skills and the ability to work collaboratively, contributing to the achievement of department aims | ✓ | |
| Excellent creative teaching ability | ✓ | |
| Commitment to personal career development | | ✓ |
| Knowledge and Understanding | | |
| Developments in the National Curriculum | ✓ | |
| Developing differentiated schemes of work | ✓ | |
| Effective strategies for supporting staff to improve teaching and learning | ✓ | |
| Equal Opportunities | | |
| Understanding of different social backgrounds of pupils | ✓ | |
| Understanding the needs of pupils and the appropriate policies and strategies to support them | ✓ | |
| Understanding of the needs of bilingual pupils | ✓ | |

Teacher of Special Educational Needs and Disabilities (SEND)

Salary: Main Pay Scale / Upper Pay Scale

Required: September 2022

Contract Type: Permanent

Location: North Hackney

We are seeking to appoint an inspirational Teacher of Special Educational Needs and Disabilities (SEND) to join our exceptional SEND department.

Our Vision:

“Be the best you can” this is what we ask of our pupils and our staff.

We are committed to providing the very best educational experience for our young people and invite applicants who share this commitment and want to be a part of our success story. We believe in the power of the curriculum and so intentionally have the following at the core of our practice:

- A pragmatic approach to pedagogical practice that reduces teacher workload
- Teaching powerful knowledge rather than parroting the knowledge of the powerful
- CPD which is rooted in the best educational research, often with a foundation in cognitive science

The Academy is on a journey from Good to Great and the recruitment of a skilled and enthusiastic **Teacher of Special Educational Needs and Disabilities (SEND)** is crucial to the success of this journey.

About Us:

- We provide a world class education for boys and girls aged 11-19, in a modern state of the art building that opened in September 2010.
- We provide a welcoming, caring and stimulating environment with excellent teaching facilities.
- We have pupils who strive to maximise their achievement and are fully supported by parents who work with us in partnership.
- We have excellent transport links; 5 min walk from the bus stop or 7 min walk from Manor House tube station which serves the Piccadilly Line.
- We have a high-quality teaching staff fully committed to supporting pupil's academic and personal development.
- We offer excellent opportunities for your own professional development.
- We believe qualifications open doors but are only part of the story. All children deserve a full rounded education.

Please note this post allows substantial access to children, therefore the successful candidate will be required to apply for, and hold, an enhanced DBS (Disclosure & Barring Services) certificate. The Academy will arrange this for you prior to you taking up your post.

To apply, please send a completed application form and monitoring form to: recruitment@skinnersacademy.org.uk

Please note that we do not accept CVs.

The closing date for applications is 9am on Monday 13th June 2022
Interviews will be held w/c 20th June 2022