



SEN Teacher -Experienced

Reports to:	SENCo
Location:	Ark All Saints Academy
Start Date:	ASAP
Salary:	Ark MPS (£41,328- £65,000)

Ark All Saints is a small school made up of 600 scholars. We consider ourselves to be members of a family, who work together to ensure the success of all our children. Our staff team is deeply committed to the new academy's transformation and future, and looking to create a vision for success, a culture of academic achievement and a nurturing environment in which students can thrive. A Church of England school whose only admission criteria is on distance, we welcome students of all faiths and none and we expect all members of staff to support and uphold the moral ethos of our academy.

We are looking to recruit a highly motivated **teacher with experience in a primary school or SEN setting** and a commitment to academic excellence and helping every child succeed. Working as part of a small team, you will play an important part in developing the new academy's SEN provision. You will plan and deliver high quality lessons and be committed to achieving excellent results for their students, instilling in them a love for the subject and a desire to learn. You will run a small "Gathered Provision" within the school for between 6-10 students at a time. This is a one year project. If successful, there is scope for this provision to continue and potentially expand.

Our ideal candidate will:

- Be passionate about teaching students with SEN and committed to achieving excellent results for their students
- Demonstrate high levels of ambition and optimism regarding what the academy and its students can achieve
- Have the resolve to make a real difference to the lives of pupils
- Be committed to Ark's ethos of high expectations and no excuses

In return, you will have the opportunity to work with great colleagues and receive the support to develop yourself through an outstanding professional development programme. We offer attractive remuneration as well as a range of benefits including reduced gym membership and large retail discounts.

If you are seeking a challenging and highly rewarding position, enriching the lives of our students, we would be delighted to hear from you.

Job Description: SEN Teacher

Key responsibilities

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and pupils make superior progress
- To provide a nurturing classroom and academy environment that helps pupils to develop as learners
- To help to maintain/establish discipline across the whole academy
- To contribute to the effective working of the academy.
- To write individual support plans and monitor the progress on these plans
- Plan and run interventions for students identified with SEN

Outcomes and Activities

Teaching and Learning

- With direction from the Subject Leader and within the context of the academies curriculum and schemes of work, plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to set targets for pupils, monitor pupil progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement
- Ensure that all pupils achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is maintained at all times

- Participate in preparing pupils for external examinations.

Academy Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a school/department culture and ethos that is utterly committed to achievement
- To be active in issues of pupil welfare and support
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

Other

Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development

Undertake other various responsibilities as directed by the Subject Leader or Principal.

Person Specification: SEN Teacher

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach
- Right to work in the UK.

Experience

- Experience of reflecting on and improving teaching practice to increase pupil achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
- Experience of teaching multiple subjects to students with special educational needs, either in a primary school or specialist setting

Knowledge

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Behaviours

Leadership

- Effective team worker and leader
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Effective listening skills that lead to a strong understanding of others

- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to students needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- This post is subject to an enhanced Disclosure and Barring Service check
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).

We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. To know more about Ark's diversity and inclusion commitments, please click on this [link](#).