



Grove School

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Enjoy, learn, achieve.

Special Educational Needs Teacher

Full time

Main Scale + SEN Allowance - £2,270 annually

One Year Fixed Term Contract

Candidate information

Grove School
Dawson Road
Handsworth
Birmingham
B21 9HB
Tel: 0121 464 4669



14.11.22

Dear Applicant,

Thank you for requesting information about the Special Educational Needs teacher opportunity at Grove School. We are looking for a full time SEND teacher to join our team and work with and support pupils with a range of special educational needs.

We place great emphasis on children having high quality, first hand learning experiences through visitors to school, educational visits in Birmingham, the West Midlands, Manchester and London. Our Thinking Skills curriculum is designed to develop children who are inquisitive and have a desire to learn.

Grove School is an exciting place for all pupils to learn; our children enjoy school. Our vision is that all our pupils achieve their potential and develop their talents. We recognise and celebrate the rich cultural and religious backgrounds of our community through our Thinking Skills curriculum.

'You place great emphasis on ensuring that pupils experience exciting learning opportunities, which motivate and prepare them well for their futures. This varied curriculum enthuses pupils and gives them an appetite for learning.' Ofsted May 2018.

We are equally committed to developing teachers to be the best they can be. We believe continued professional development is key to a successful school.

'Leaders have been particularly successful in organising ways to share best practice across the school.' Ofsted May 2018.

The values of our school are: respect, caring, thoughtfulness, honesty and giving of our best at all times.

'Pupils demonstrate a strong sense of responsibility. They behave well in and out of the classroom and are confident and well- mannered.' Ofsted May 2018.

We are looking for someone who:

- Is a graduate with QTS
- Has a wide range of experience of working with pupils with special educational needs
- Has an excellent knowledge and understanding of a wide range of strategies to support children with special educational needs
- Has evidence of outstanding practice as a teacher
- Has the highest expectations of children and themselves
- Is passionate about the learning and welfare of children, is imaginative and forward thinking
- Has the ability to inspire, motivate and engage children to achieve and succeed
- Is able to form positive relationships with children, staff, parents and governors
- Possesses excellent interpersonal and organisational skills

In return we will offer you:

- A leadership and staff team who are committed to bringing out the best in all our children
- Stunning outdoor learning environments on both sites and excellent classroom resources

- A strong commitment to support your professional development; mentoring and support from experienced leaders.

All teachers are provided with a laptop computer and Apple iPad.

To find out more about our children and the curriculum visit our school website: www.grove.bham.sch.uk.

Closing date: **Wednesday 30th November 2022 at 12:00 noon**

Informal visits are most welcome on the following date: **Thursday 24th November 2022 at 9.30am or 4:00pm**

Please telephone the school office on 0121 464 4669 or email p.reville@grove.bham.sch.uk to arrange your informal visit to Grove.

Application packs can be downloaded from our school website.

Interviews will be held on: **Wednesday 7th December 2022**

We welcome questions about the post. If you would like further information or have any questions, please contact Catherine Dowell by email at c.dowell@grove.bham.sch.uk

Grove School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Successful applicants will need to provide evidence of the Right to Work in the United Kingdom. An enhanced DBS check is required for all successful applicants.

An online search will also be carried out as part of due diligence on all short-listed candidates.

I very much look forward to receiving your application.

Yours sincerely,

Ms J Baker

Head teacher

Enclosed

1. Job Description
2. Person Specification



Class teacher Job Description

Teachers' Standards

At Grove teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honest and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up to date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

- 1.1 The post calls for an experienced class teacher with a lively, enthusiastic approach to teaching, who will enjoy working in a liberal environment with a multi-cultural community of children and will develop and deliver an appropriate curriculum to meet their needs.
- 1.2 Commitment to the school and the community is essential. This will involve positive support of the school and children inside and outside school hours.
- 1.3 A high standard of class teaching will be expected. This will include:
 - set high expectations which inspire, motivate and challenge pupils;
 - promote good progress and outcomes by pupils;
 - high quality of planning, delivery and marking of work;
 - teach well structure lessons which promote a love of learning and children's intellectual curiosity;
 - adapt teaching to respond to the strengths and needs of all pupils;
 - deploy support staff effectively;
 - make accurate and productive use of assessment, recording and reporting on pupil attainment;
 - manage behaviour effectively to ensure a good safe learning environment;
 - communicate effectively with parents with regard to pupils' achievements and well-being;
 - reviewing and auditing own performance, take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
 - high quality display of children's work inside and outside the classroom;
 - maintain excellent pastoral care of pupils.
- 1.4 A preparedness to contribute to the wider life and ethos of the school, to be involved with other staff in school residential visits will be essential.
- 1.5 All teachers are encouraged to involve themselves in supporting children out of school hours. This is seen as an important optional way of helping develop the whole school community.
- 1.6 Leadership qualities and initiative will be encouraged in working with staff and children.
- 1.7 A high standard of professionalism will be required, to demonstrate consistently high standards of personal and professional conduct.

- 1.8 To work and co-operate as part of a team, to agreed objectives, develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- 1.9 Commitment to the implementation of school policies and routines is essential.
- 1.10 Preparedness to support staff in positive and constructive ways will be essential.
- 1.11 There may be, from time to time, additional duties as required by the Head teacher (by negotiation with Head and Governors, if necessary at any time in the future).

To fulfil the Teachers' Standards

<https://www.education.gov.uk/publications/eOrderingDownload/teachers%20standards.pdf>

Professional Duties of Teachers

3.1 Teachers are required to meet the professional duties of teachers as set out in the statutory School Teachers' Pay and Conditions Document.

Specific

- 2.1 All teachers at Grove are expected to work mutually in helping manage the school – supporting colleagues with discipline, day-to-day administration, where appropriate, observing, analysing and participating in school life.

I understand that all school policies in the staff are available on the school intranet and it is my responsibility to familiarise myself with these policies.

Signed: Postholder Print name

..... Head teacher

..... Date

Teacher Person Specification

PERSON SPECIFICATION: Special Educational Needs Teacher

	ESSENTIAL	METHOD OF ASSESSMENT				
		AF	L	O	I	R
Qualifications	A good degree in a related subject, or equivalent	✓				
	Qualified Teacher Status, or be eligible for Qualified Teacher Status through an appropriate route.	✓				
	Have passed the professional skills test in numeracy, literacy.	✓				
Professional Knowledge and Understanding	At an appropriate level:					
	Have a knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them.	✓	✓	✓	✓	✓
	Know and understand how to personalise learning and provide opportunities for all learners to achieve their potential.	✓	✓	✓	✓	✓
	Substantial and successful experience of working with children with special educational needs at primary age.	✓	✓	✓	✓	✓
	Evidence of recent professional development in the area of special educational needs.	✓	✓	✓	✓	✓
	Know the assessment requirements for the primary school key stages.	✓	✓		✓	✓
	Have a secure knowledge and understanding of the curriculum areas and related pedagogy to enable effective teaching across the age and ability range.	✓	✓	✓	✓	✓
	Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor progress and raise attainment.	✓	✓		✓	✓
	Know the legal requirements, national and local policies and guidance on the safeguarding and promotion of the well-being of young people.	✓	✓		✓	✓
	Demonstrate awareness and understanding of the implication of equality, inclusion and multi-cultural education.	✓	✓	✓	✓	✓
	Understand how students with special educational needs may be integrated in to the classroom.	✓	✓	✓	✓	✓
	ESSENTIAL	AF	L	O	I	R
Professional Skills	At an appropriate level:					
	Able to plan for progression across the age and ability range, designing effective learning sequences, demonstrating secure subject/curriculum knowledge.	✓	✓	✓	✓	✓
	Able to use a range of teaching and learning strategies and resources, including e-learning	✓	✓	✓	✓	✓
	A confident and competent user of ICT.	✓	✓	✓		
	Able to make effective use of a range of assessment, monitoring and recording strategies to assess learning	✓	✓		✓	

	needs and set challenging learning objectives and raise standards.					
	Able to provide timely, accurate and constructive feedback on attainment, progress and areas for development	✓	✓		✓	✓
	Demonstrate the ability to work independently and collaboratively as a member of a team, sharing and developing effective practice.		✓	✓	✓	✓
Professional Attributes	At an appropriate level:					
	Be aware of the professional duties of teachers and the statutory framework within which they work.	✓	✓		✓	
	Have high expectations of students including a commitment to ensuring that they can achieve their full potential and to establishing fair, respectful, trusting, supportive, and constructive relationships with them.	✓	✓	✓	✓	✓
	Be aware of the policies and practices of the school and share in the collective responsibility for their implementation.	✓	✓		✓	
	Able to communicate effectively, both orally and in writing with pupils, colleagues, parents, carers, Governors, external agencies.	✓	✓	✓	✓	
	Experience and confidence in advising others on strategies to meet the needs of children with a range of SEND.	✓	✓		✓	✓
	Have a commitment to collaboration and co-operative working.	✓	✓		✓	✓
	Demonstrate positive values, attitudes and behaviour and adopt high standards of behaviour in their professional role.	✓	✓	✓	✓	✓
	Evidence of continuous INSET/training and commitment to continuing and further professional development	✓	✓		✓	✓
	Demonstrate ability to act upon advice and feedback and be open to coaching and mentoring.	✓	✓	✓	✓	
	ESSENTIAL	AF	L	O	I	R
Personal Characteristics						
	Be creative in problem solving together with a willingness to take on or try new approaches and ideas.	✓	✓	✓	✓	
	Demonstrate reliability and integrity.	✓	✓		✓	✓
	Have good personal organisation.	✓	✓	✓	✓	✓
Contra Indications	Criminal Convictions involving offences against children	✓			✓	✓

Method of assessment (MoA)

AF = Application Form

L = Letter

O = Observation

I = Interview

R= Reference