



Specialist Teacher: Enhanced ASC Provision Permanent

Closing date: Friday 13 October 2017 (midday)
Interviews: Friday 20 October 2017



Dear Candidate

I am delighted that you have requested further information regarding the position of Specialist Teacher in our Enhanced ASC Provision. I joined The Spires College as Principal in September 2014 and am committed to providing an excellent education for every child in our learning community.

The Spires College has a very positive, friendly atmosphere. The staff care passionately about the well-being of the children and our students are vibrant, enthusiastic and affable. The concept of community is something that is essential for a successful school and we all strive to ensure

that every member of our community feels valued, and also contributes positively to College life. Our primary focus is, and will always be, developing superb teaching and learning across all areas of the College. Pedagogy underpins all we do and all staff at The Spires College are committed to their own learning as well as their teaching. At our recent inspection, the college was graded 'good' in all areas, which is a fitting acknowledgement of everyone's hard work over the past three years. The report offers a good balance between celebrating our students' successes and academic progress, with praising the College's ethos of care and inclusivity: "A good and rapidly improving school with a culture of respect and aspiration".

The Spires College has a well-respected and thriving SEND Department. Our SEND department includes an Enhanced Local Authority Provision for the Hearing Impaired, a Nurture Base for students significantly delayed in their literacy and numeracy development, a Behaviour Support Provision and a new Enhanced Local Authority Provision for Autistic Spectrum Condition Students.

Working at The Spires College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit The Spires College to help you decide if this is the role for you; I'd be delighted to meet you. Please contact my PA for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, appearing to read 'A. Newton', written in a cursive style.

Alex Newton
Principal





The College

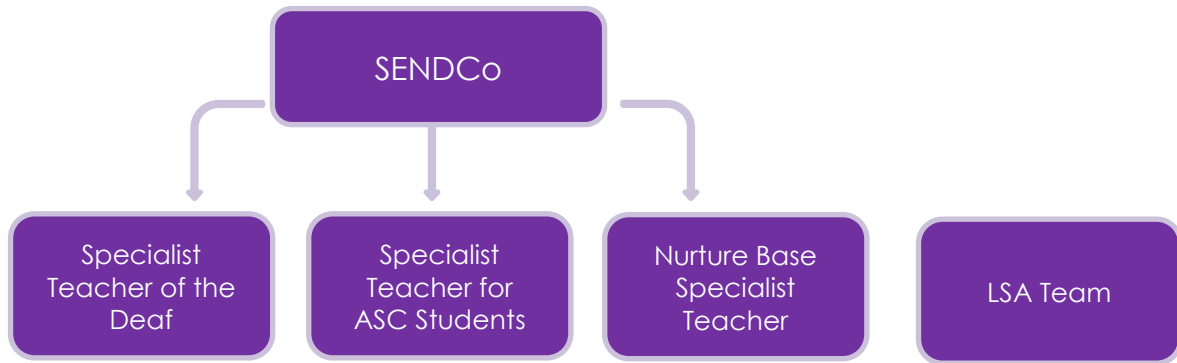
The Spires College is a co-educational, 11-18 college with a bilateral stream. It is situated in the Plainmoor district of Torquay, within the Local Authority of Torbay. There are currently around 800 students on roll, 45% of whom are in receipt of Pupil Premium funding. We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued.

Torbay is an area with a Selective Grammar School system, where parents can choose for their child to take the '11+' test if they wish for them to apply for a place at one of the selective schools in the area. The Spires College is one of very few schools in the country with bilateral streams. This allows us to take up to 60 students each year into a selective stream (out of a 220 PAN). Students who have reached a designated pass mark in the '11+' test can apply to our selective stream to access a challenging academic curriculum.

We have a thriving SEND department which includes a Local Authority Enhanced Provision for Hearing Impaired students, led by a Specialist Teacher of the Deaf. This term we opened a Local Authority Enhanced Provision for ASC students which will be over seen by a Specialist Teacher for Autistic students. The SEND department has a Nurture Base provision for KS3 students with significant delays in their literacy and numeracy development, led by a primary trained teacher. We offer THRIVE, 1:1 literacy support with a specialist Literacy HLTA, physiotherapy and in class support with our large team of trained LSAs as well as a behaviour provision to support students who are struggling with managing their behaviour in school.

We have a modern, purpose-built building offering fantastic facilities for both students and staff alike. All full time teachers have their own classroom. We are committed to the professional learning of our teachers to ensure classroom practice is as good as it can possibly be. Every teacher follows a personalised CPD programme based on individual needs and interests, and every teacher is involved in research and professional reading through Teacher Enquiry Networks.

The SEND Department



The SEND Department is currently made up of 4 teachers, one of whom is the SENDCo, and 22 Learning Support Assistants, including specialist LSAs to support ASC, HI, and students with medical and physical needs. We also have a Literacy HLTA, and a HLTA for Behaviour (THRIVE Co-ordinator) who also leads on support timetabling and is the manager of our behaviour support centre, Crofton.

Our SEND teaching staff play an active role within college, advising teaching staff where necessary and delivering training sessions to staff as part of our CPD programme. SEND teaching staff also assist the SENDCo in producing IEPs and by attending Annual Reviews of EHCPs.

All SEND support staff participate in a fortnightly CPD programme to enhance practice and professional knowledge.

The SEND staff form a friendly, cohesive team, who will offer their full support to the successful candidate.





Job Description

Specialist Teacher: Enhanced ASC Provision

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| Dates: | Apply by Midday, 13 October 2017 To start January 2018 |
| Accountable to: | SENDCo |
| Salary: | MPS/UPS |
| Contract Type: | Full time, Permanent |

Introduction

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, which do not change the general character of the job or the level of responsibility entailed. This will allow flexibility for the school to respond to changing priorities and also support and enhance individual professional development.

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Overall Purpose and Accountability

- ▲ To teach and support ASC students in our Enhanced Provision across all key stages.
- ▲ To support the SENDCo in developing an inclusive approach to ASC so that all ASC students are stimulated to accomplish their optimum performance.
- ▲ To deliver training as appropriate to teaching and non-teaching staff on positive ways of working with ASC students.
- ▲ To meet the requirements of the Teachers' Pay and Conditions document and to support ASC and SEND students in attaining at the highest levels.
- ▲ To support and uphold the ethos, principles, policies and rules of the college in all respects and at all times.
- ▲ To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners.

Key Accountabilities

- ▲ To work with our SENDCo and relevant subject teachers to ensure delivery of meticulously planned, engaging and challenging lessons to ASC students in our Enhanced ASC Provision.
- ▲ To advise, and support if necessary, subject teachers with planning and delivering lessons to ASC students attending mainstream lessons from our Enhanced Provision.
- ▲ Complete all reporting on time.
- ▲ Closely monitor progress and attainment of our ASC Enhanced Provision students and use

it to inform planning and teaching.

- ▲ Provide content for and where necessary deliver high quality student interventions within the Provision.
- ▲ Ensure that all assigned ASC students achieve college targets.
- ▲ To inform and attend EHCP Annual Reviews as appropriate.
- ▲ Work alongside our SENDCo on our SEND Monitoring and Self-Evaluation Programme as necessary.
- ▲ Advise staff when necessary on working with ASC students across the school.

School Culture

- ▲ Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships.
- ▲ Help develop a culture and ethos that is utterly committed to achievement within the Enhanced Provision and across the college.
- ▲ To be an effective Form Tutor differentiating across the school years within the ASC Enhanced Provision.
- ▲ Create and sustain a positive learning culture with in the Enhanced Provision and across the SEND Department.
- ▲ Promote a positive ethos and a safe environment in which the highest achievements are expected from all members of the school community
- ▲ Promote good order, discipline and high morale throughout the SEND Department and the school community
- ▲ Create and maintain good working relationships among all members of the school
- ▲ Ensure that resources for the lessons with in Enhanced Provision are fit for purpose and fully support effective learning.

This is a description of the job, as it is constituted at the date shown. This is not an exhaustive list and it is the practice of the School to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Principal/Line Manager in consultation with the post holder.

Equal Opportunities

The Teacher will at all times carry out the duties and responsibilities of the post with due regard to the school's equal opportunities policies.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed.

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

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| Beliefs | You hold a belief that the students of The Spires College must have access to the best educational experience possible. |
| | You are committed to raising standards in the school and believe in the potential of all young people to achieve highly. |
| | You are passionate about teaching and learning and want to share this enthusiasm with others. |
| Qualifications | A good honours degree. |
| | A teaching qualification. |
| | QTS. |
| | Qualification in an additional or related subject area. |
| | An up to date knowledge of the emerging issues in education and record of appropriate CPD. |
| Skills and Attributes | You are a good practitioner in the classroom and keen to continue learning. |
| | You are capable of planning and delivering innovative lessons and Schemes of Learning. |
| | You have the ability to inspire high levels of student performance. |
| | You can work under pressure and prioritise according to need. |
| | You have good communication skills. |
| | You can use data effectively. |
| | You have good behaviour management skills. |
| | You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective. |
| | You have a sense of humour and good interpersonal skills. |
| | You have high levels of energy and enthusiasm. |
| | You are ambitious and keen to prove yourself. |
| | You are a committed, highly competent, reflective and resilient individual. |
| Experience | You have experience of teaching through Key Stages 3 to 5. |
| | You have experience of using data to inform actions. |
| | You have experience of the role and responsibilities of a form tutor. |



How to apply



Please complete an application form, which includes space for a supporting statement (please use font size 11 or 12 and double spacing for this). Your supporting statement should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Nadine Osborne, the Principal's PA, **by midday on Friday 13 October 2017**, preferably by email to: nosborne@thespirescollege.com

If you do not receive an acknowledgement of your application by the deadline, please contact the college. **Interviews will take place on Friday 20 October.**

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Principal's PA via the email above or telephone number below.

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