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**JOB ADVERT/SUMMARY**

**SEMH Teacher**

Dates: Apply as soon as possible or by the final deadline of 9.00am, 29th October 2019

Salary: Teacher Main/Upper Scale + 1 SEN allowance and a TLR2a for a suitable candidate

Start date: January 2020

Contract type: Full-time; suitable for experienced teachers

Contract term: Permanent

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**Hazel Wood High wishes to appoint a well-qualified, hardworking and enthusiastic SEMH Teacher, capable of making a strong contribution to our rapidly improving school.**

An exciting opportunity has arisen to appoint a teacher who has specific expertise in engaging young people who need a personalised curriculum. Hazel Wood High School is a secondary school for pupils aged 11-16. The Trustees of the Oak Learning Partnership are seeking to appoint a highly motivated and enthusiastic full-time teacher/instructor who can join a team of dedicated staff working with a small group of pupils who require additional support to meet their needs. Experience of working with pupils with social, emotional and mental health needs is essential. We are looking for an outstanding teacher who will demonstrate a high level of commitment to these special young people. This post will be highly rewarding for a professional who is looking to make a difference to the lives of these pupils.

We believe that Hazel Wood High is a great place to work. This post offers you the opportunity to work in/with:

* A school with a strong will and determination to continue to improve
* A school that has high expectations of all who work here
* A school that places teaching and learning at the heart of school improvement
* A school that is driven by strong values, invests in its staff and students and has a high
* regard for their welfare
* A supportive and cooperative teaching staff who are committed to their roles
* A school that works effectively with all stakeholders
* A caring school where you can make a real difference to the lives of young people

You will be part of an excellent team and will be given extensive support to develop to your full potential both in this role and beyond.

We are looking for colleagues who:

* Will provide excellent learning opportunities and engage our pupils
* Will be able to inspire confidence in meeting the needs of our pupils
* Will have a high level of initiative to provide a person centred environment for learning
* Will be highly motivated and will contribute to team working and team building
* Will be able to take advantage of the professional learning opportunities we can offer
* Will be able to teach outstanding lessons and be solution focused

This post is particularly suitable for an outstanding teacher who has experience of teaching pupils who have additional needs. The teacher/instructor would be expected to demonstrate that they are competent in using a range of teaching strategies to engage and develop pupils’ understanding to ensure that they reach their full potential.

Applications from both primary and secondary trained teachers are welcome. You will be part of an excellent team and will be given extensive support to develop to your full potential both in this role and beyond. NQTs are invited to apply for this post.

Employees of Hazel Wood High have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm. Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references.

Applicants are asked to complete the application form and write a letter, which responds to the person specification, which tells us about your experience and skills relevant to the post and stating why they feel they would be suitable for the position; this must include how candidates meet all essential aspects of the person specification.

Please do not send CV’s. Completed applications and supporting letters should be returned by email to the HR department at [recruitment@oaklp.co.uk](mailto:recruitment@oaklp.co.uk). We would welcome applications as soon as possible, the final deadline is 9.00am on 29th October 2019. Interviews are likely to be held on 31st October 2019.



Letter of welcome from Elaine Parkinson CEO, Executive Headteacher and NLE

Dear Applicant,

Thank you for your interest in a teaching post at Hazel Wood High. I would like to give you some information about the school and the Oak Learning Partnership.

Hazel Wood High (previously Broad Oak Sports College) was placed in a category last year and has recently had an Ofsted monitoring visit, which found that leaders and managers are taking effective action towards the removal of special measures. We are very proud of the progress the school has made and see this post as pivotal in succeeding on the next stage of our journey. We are looking for a colleague who will share our passion to provide the very best education and care for our wonderful pupils.

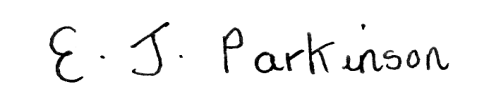
As a result of the Ofsted inspection last year the school was designated to be a sponsored school as part of an academy. The decision was made for Hazel Wood High to join the Oak Learning Partnership. The trust formed on 1st April and includes three schools: Elms Bank (a secondary special school), Unsworth Primary School and Hazel Wood. I am very proud that the trust has been chosen to sponsor Hazel Wood High and know with the dedicated teams we have across all three schools we will as a partnership make the difference needed at Hazel Wood.

The Oak Learning Partnership has firm values focused on inclusion and giving every pupil the opportunity to make the very best progress. We recognise that some pupils will have additional challenges and it is our firm belief that as professionals we should work with all young people to ensure that they receive the very best education in order to live happy and successful lives once they leave school. We are looking for a member of staff who wants to make a difference and a professional who will go above and beyond to ensure that this happens. In return you will work with a dedicated staff team both within the school and also in the wider trust. You will also be able to contribute to developments beyond Hazel Wood High and take advantage of working within a trust, which is also part of a teaching school.

If you want to join us and know you can make an impact on our pupils we would welcome your application. We welcome you visiting Hazel Wood High and if you wish to do so please contact Mr Paul Greenhalgh, Headteacher at the school.

I wish you every success with your application.

Best Wishes



Elaine Parkinson

Executive Headteacher and CEO of the Oak Learning Partnership.

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Letter of welcome from Paul Greenhalgh - Headteacher

Dear Applicant,

I became Headteacher of Broad Oak Sports College now, Hazel Wood High School in April 2018 and over the last 18 months I have overseen a necessary period of considerable change. The school has always enjoyed a good reputation for being a caring and inclusive school, and is highly regarded by its local community. To this long-standing emphasis on pupil care we have added a renewed focus on high quality teaching and learning, with the aim of achieving excellent outcomes for all students.

We have made a big effort to raise the expectations of teachers of what is possible for our students. Every student is challenged to achieve outcomes in line with the top 20% of students nationally who have the same starting points. It is tough challenge to raise school performance but we are determined not to settle for mediocrity. We believe that all our students deserve the very best that we can provide.

We have done a lot of work to review and adjust our curriculum and how it is assessed but we know that this needs to continue and go further. Our in-house teaching and learning team are working hard to raise the quality of what is happening at classroom level by inspiring and supporting colleagues and ensuring best practice is shared and embedded. Considerable progress has been made.

An important part of this drive has involved changing the expectations and aspirations of students. We want them to aim high in all things and to be confident that they can succeed. Our expectations around behaviour and attitude to learning are rigorous and clearly communicated. We expect active engagement in the classroom and work hard so students understand what this means in practice. Our teachers are committed to continually improving their practice such that all our pupils are included in this.

The cumulative impact of all this work was recognised at our recent Ofsted Monitoring visit. Attainment and progress indicators at Key Stage 4 are improving; student numbers are healthy across all year groups, attendance levels have dramatically improved and exclusions are falling. After some significant restructuring we are as financially secure as anyone can be at the present time. We are proud of what we have done so far, but we know we have plenty more to do.

We are excited to be joining the Oak Learning Partnership as a sponsored Academy on 1st April 2019 and this appointment forms a key element in the next phase of our transformation. If you feel excited by what we are doing here at Hazel Wood High then we would like to hear more about you

Visits to the school prior to application are both welcomed and encouraged. Please contact Mrs Jane Holmes (PA to the Headteacher) 0161 797 6543 or by e-mail [j.holmes@hazelwoodhigh.co.uk](mailto:j.holmes@hazelwoodhigh.co.uk) to arrange an appointment.

I hope that when you have read the information enclosed that you will be encouraged to apply for the post. We look forward to receiving your application.

Paul Greenhalgh

Headteacher Hazel Wood High School

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Our Vision

**Fostering a sense of pride and community and providing**

**opportunity for all to excel.**

Our Values

**RESPECT**

To be a role model to others and demonstrate positive interactions with all

To use good manners, treating others how we wish to be treated

To engage with others and to be considerate and kind

To be prepared and organised

To listen to others

**RESPONSIBIITY**

To provide consistency of procedures, policies and professional behaviours

To ensure the safety and wellbeing of all at Hazel Wood High School

To engage, enthuse and inspire our learners thorough the whole school Journey

To be inclusive by understanding the whole child and their needs

To promote the ethos of the school within the wider community

**ASPIRATION**

To demonstrate a ‘can do’ attitude

See every challenge as an opportunity to shine

To work with integrity in order to be a good role model

To reflect on our practice and seek to improve as a life-long learner

To create a safe environment so that we are not afraid to try

**About Hazel Wood High School.**

Hazel Wood High School opened on the 2nd September 2019 as a sponsored Academy as part of Oak Learning Partnership, the school was formerly known as Broad Oak Sports college. Our new school launched following significant improvement works and it is a school we are very proud of.

Hazel Wood High School is a smaller than average secondary school with 650 students currently on roll and standard intake number of 650 that we hope to grow to 720 by the end of the Academic Year 2022. Pupil numbers are rising and our current Year 7 is above capacity and is oversubscribed.

Hazel Wood High School retains its position at the heart of its local community and many families have sent all of their children to the school which contributes to the strong relationships we have with our parent body. We have good relationships with our local primary partners and take our students from over 22 different primary schools.

We currently have 38 teaching staff all of which are specialists in their teaching areas ably supported by 26 members of support staff. Staff are committed not only to providing a safe and stimulating classroom and learning environment but also to providing opportunities that enrich the lives of our students.

We place great emphasis on an engaging curriculum and we are very proud of our unique Year 7 transition model that aims to ensure a smooth, positive and exciting experience throughout the transition year both academically and pastorally.

Our central values of Respect, Responsibility and Aspiration permeate everything we do and we would encourage you to come into school to have a look around and talk with our staff at any time.

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**JOB DESCRIPTION**

**Job Title/Post: SEMH Teacher**

**Salary: Main scale / UPS + TLR2a**

***Responsible to:*** Headteachers, Deputy Headteachers, Assistant Headteachers

***Line Manager:***

***Persons*** ***Line Managed:*** Teaching Assistants

***Purpose of the Post:***

1. To promote the aims and objectives of the school as laid down by the governing body.
2. To promote the development of the Oak Learning Partnership Equal Opportunities Policy throughout all aspects of school life.
3. To deliver appropriate courses and accreditation to meet a range of needs.
4. To provide excellent learning opportunities for all pupils.
5. To provide personalised learning opportunities which will engage vulnerable young people.
6. To meet the wider needs of each pupil by working alongside a range of agencies.

**Teaching and Learning**

***Generic and Specific Responsibilities***

1. To register classes taught at the commencement of the day.
2. To plan and prepare courses and lessons for a range of subjects appropriate to each class assigned to him/her in written form.
3. To teach, according to their educational needs, classes assigned to him/her, recording teaching activity in the approved format.
4. To maintain classroom discipline and a safe working environment for pupils, observing all LA and school guidelines with regard to the welfare, health and safety of pupils.
5. To implement the process of assessment, recording and reporting on the development, progress and attainments of pupils taught.
6. To maintain an up-to-date professional knowledge of developments within a range of subjects reviewing from time to time methods of teaching and programmes of work.
7. To participate in arrangements for his/her further training and professional development as a teacher.
8. To attend all appropriate professional meetings as defined by the school’s Directed Time.
9. To provide work for classes affected by your absence when this is by prior arrangement.
10. To co-operate and participate with the senior management team in Departmental administration, activities and management.
11. To maintain a stimulating work environment, principally through display material.
12. To implement, in a professional manner, agreed school Curriculum and Departmental policies.
13. To work with a range of other agencies in order to meet the needs of the pupils
14. To work alongside pupils’ families.
15. To ensure that pupils are appropriately and fully assessed in line with the school assessment policies.
16. To ensure that suitable and appropriate individual programmes, group programmes and class programmes of work are prepared, implemented and evaluated in accordance with school policies and the Governors’ Curriculum Statement.
17. To ensure that pupils’ record of progress are maintained in accordance with the school record keeping policies.
18. To be responsible for the associated work of any non-teaching staff.
19. To ensure that necessary resource material is available, co-ordinated and accessible for efficient implementation of individual, group and class work and to update such material as necessary within budgetary constraints.
20. To ensure that all classroom stock is properly maintained and accommodated as securely as possible.
21. To maintain and control records of classroom stock.
22. To produce suitable classroom and corridor displays of work.
23. To promote parental and if appropriate, community interest in classroom work.
24. To liaise with teaching and non-teaching staff and concerned professionals with regard to the education of pupils at the school.
25. To liaise with other staff members with regard to the effective and smooth transition of pupils between classes.
26. To contribute to the Annual Review and Statement process and to attend case conferences as necessary.
27. To work with class teaching assistants ensuring that they are appropriately directed and managed in accordance with the policies and procedures of the school.

**Other Duties and Responsibilities**  
  
Any other duties that the Head Teacher may from time to time ask the post holder to perform and you may be required to work at any other school in the Trust. Follow school ethos and values of respect, responsibility and aspiration.

*Additional Notes: The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.  In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to clause 4(1) (f) of a Teacher’s Conditions of Employment.*

**THIS SCHOOL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE AND EXPECTS STAFF TO SHARE THIS COMMITMENT.**

PERSON SPECIFICATION

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|  | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| Qualifications and  Training | * Qualified Teacher status * Willingness to learn and a commitment to professional development * Ability to teach pupils who present challenging behaviour | * Additional qualification/professional development in Special Educational Needs | * Application Form * Application Letter * References |
| Experience | * Successful teaching of SEN pupils (unless NQT)/SEMH * Positive relationships with pupils’ parents * Ability to provide excellent opportunities young people with learning disabilities/additional needs |  | * Application Form * Application Letter * References * Interview Process |
| Knowledge and Values | * Effective classroom practitioner * Knowledge and understanding of specialist strategies for pupils with SEN/SEMH * Ability to evaluate and develop practice from evidence of pupil learning * Ability to provide different learning styles – particularly those with SEMH * Ability to teach outstanding lessons * Possess effective skills to re-engage pupils in learning |  | * Application Form * Application Letter * References * Interview Process |
| Personal Qualities | * A reliable attendance record * Demonstrate commitment of SEN work * Ability to manage other team members in the classroom * A team player * Approachable and sensitive to the needs of others * A willingness to work positively with challenging behaviour * A demonstrable commitment to equal opportunities |  | * Application Form * Application Letter * References * Interview Process |