ABBEY SCHOOL

Recruitment Pack for SEND Teacher

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WELCOME FROM THE PRINCIPAL

Welcome and thank you for your interest in Abbey School.

Our Independent Special School provides a unique environment of high-quality, evidence-informed education, nurture and care to young people aged 4-19 with autism whom may have additional learning difficulties and behaviours that challenge. We offer a comprehensive programme of support which ensures that all of our pupils' individual needs are met through highly personalised learning.

We are privileged to benefit from a truly wonderful location. Our school is housed in stunning Grade II* listed buildings, part of historic Abbey Square in the heart of the beautiful city of Chester. Our fantastic team of architects have designed a well-equipped and high-tech learning environment for us, whilst maintaining the beauty of the buildings and surroundings for our pupils to enjoy. We make full use of our environment and location with a creatively designed curriculum that includes focused learning and enrichment activities that support wellbeing. This enables all of our young people to experience growth, development and success.

Our highly skilled and specialist staff team includes teachers, learning and behaviour specialists, speech and language therapists and occupational therapists. This trans-disciplinary focus ensures that each pupil's individual needs are understood, accurately planned for and closely monitored as part of day-to-day school practice.

I am extremely proud to be the Principal of Abbey School, a place where pupil-centred practice is the norm and where the voice of the young people we support and their families is central to all that we do. It really is a very special place to work and learn.

Yours sincerely

Dr. Katy Lee

ABOUT OUR SCHOOL

Abbey School is an Independent Special School for people aged 4-19 with autism whom may have additional learning difficulties and behaviours that challenge. We provide high-quality education and care in our beautiful Grade II* listed buildings in the heart of Chester. All young people attending Abbey School have an Education, Health and Care Plan (EHCP) with school places commissioned and funded via local authorities. We work in close partnership with families and carers with support, information sharing and workshop opportunities available throughout the academic year. Abbey School is aspirational for all of the young people that we support. This aspiration is captured in our vision, mission and values which are central to all that we do at Abbey School.

Vision

Our vision is that all children with exceptional needs receive a meaningful and fulfilling education that enables them to make their own choices about the direction of their adult lives.

Values

Our whole school approach brings together everything that is known from special education research and best practice to maximise pupil learning and wellbeing.

We are an innovative learning organisation. Our day-to-day working practices routinely inform research, evaluation and development.

We have a bespoke curriculum, designed by us, specifically to meet the needs of our pupils. Each pupil's journey through the curriculum is personalised. Approaches to teaching and learning are individualised, goal-based and precisely assessed. The curriculum is delivered by transdisciplinary teams who benefit from a high level and intensive internal training programme.

Our unique APPs support staff in planning and monitoring each pupil's learning journey on a moment-to-moment basis. We are centrally located in the heart of the city which provides many opportunities for community-based learning, live skills development and supported work placements as young people get older.

Every decision we make is framed in the context of the Abbey School **BAGS** model:

B – Belonging and connection – being part of a community and having a network of valued relationships.
A – Autonomy and control – having influence over day-to-day and life defining matters.
G – Gifts and talents – doing even better the things that are done really well, and learning to do things that are important but may not be done at all.
S – Speaking, listening and a sense of self – communicating effectively in a variety of ways not just speech, and having an identity that defines who I really want to be.

Mission

Abbey School exists to provide the best education possible for young people with exceptional needs.

- Every pupil is a unique individual with potential.
- Special educational needs and/or disability should not be a barrier to a valued lifestyle.
- All children and young people without exception are entitled to access the best education and support available.
- Best practices in education are evidence-based.
- Teaching and learning decisions should be evidence-driven.
- Clear goals make data-based decisions more numerous and effective.
- Education is for everyone and for the whole of a person's life.
- Learning is enabling, empowering and extends the boundaries of autonomy.

If a pupil is not learning, it is the teaching that needs to change – the learner is always right.

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JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	SEND Classroom Teacher	Employer:	Abbey School
Starting Salary:	Main Pay Scale + 1 SEN Point	Reporting to:	Phase Lead
Working Hours:	35 hours per week	Line Manage:	Senior Learning Mentors, Learning Mentors

Role Purpose

- Planning, preparing and delivering learning activities to enable children and young people to enjoy learning, make progress and experience a sense of wellbeing.
- Creating a positive learning environment, reflective of the school's culture and ethos as set out in its curriculum purpose statement.
- Leading a class team to provide outstanding teaching and learning for all children and young people.
- Assessing, recording and reporting progress for children and young people within the class.
- Preparing for and contributing to Person Centred Reviews.
- Working in partnership with parents, colleagues and other professionals to achieve the best possible outcomes for children and young people.

Responsibilities and Role

Teaching and Learning

- Plan and implement appropriate teaching and learning activities to achieve challenging learning objectives in all areas of the curriculum, appropriately tailored to meet the individual needs of all children or young people in the class.
- Work within Abbey School's Positive Behaviour Policy and framework to improve the quality of children and young people's lives; establishing appropriate behaviour for learning and helping them to work with other people.
- Support children and young people to experience positive wellbeing through appropriate learning and leisure activities and by creating a supportive ethos within the class.
- Establish productive working relationships with children and young people, acting as a role model, and setting high expectations.
- Direct and support other members of the team so they develop and use their skills to provide a rich curriculum and a positive learning experience for all children or young people within the class.
- Support and oversee inclusion for children and young people through experiences in other schools, colleges and work experience schemes.

- Work with other members of the team to create classroom and corridor displays that celebrate progress and support learning.

Assessment, Target Setting and Recording Progress

- Provide feedback to children and young people in relation to their progress and achievement, and support them where they can to assess their own learning.
- Maintain objective and accurate records and reports on achievement, progress and other matters, collating appropriate evidence and entering data into the school systems accurately and in a timely manner.
- Prepare for Person Centred Reviews and contribute to them to ensure that achievements are celebrated and key issues raised, discussed and actions agreed.

Partnership Working

- Support parents to contribute to their child's learning by sharing information with them in meetings or through written communication, and by taking account of their views in planning and teaching.
- Liaise effectively with other professionals, including members of your Teaching Team, to design and implement learning programmes for individuals and to ensure a rich and varied curriculum.
- Make referrals to other professionals where appropriate in discussion with the Principal.
- Represent the school at external meetings as requested by the Principal.

Leadership and Management

Provide effective line management for the Learning Mentors in your class team to support their effective performance and professional development.

Personal and Professional Development and School Improvement

- Take an active part in training and other development opportunities and apply what is learnt to improve teaching and learning.
- Participate in Abbey School's Appraisal process.
- Contribute to training and development for colleagues, including supporting members of the team to complete external and internal CPD, including accredited courses.
- Take responsibility within a named area of the curriculum as directed by the Principal, for example co-ordinating resources, identifying training opportunities or planning enrichment activities within the named area.
- Contribute to reviewing and improving the curriculum.
- Attend meetings called by school.

Common Accountabilities and Dimensions within all Roles

- Demonstrate the vision and values of Abbey School in everyday practice, upholding the school's ethos at all times.
- Actively contribute to the culture of Abbey School as a learning organisation.
- Be responsible for ensuring that your own practice is consistent with Abbey School policies and procedures.
- Be responsible for your own effective professional communication, orally and in writing, to the right people at the right time.
- Be responsible for ensuring that your own responsibilities and accountabilities are clearly defined and understood and for managing your work and working proactively with your manager to that end.
- Be responsible for the health and safety of others using proactive and reactive approaches. This may include using positive handling techniques such as Team-Teach.
- Uphold Abbey School policies to protect and safeguard pupils and vulnerable adults in order to secure their health, safety and wellbeing.
- Support pupils with intimate care (such as toileting, nappy changing, dressing and feeding), and the administration of medicine as required by the needs of the pupils.

- Ensure that any personal care offered to pupils maintains their dignity, promotes their independence and account of all relevant policies.
- Be responsible for ensuring that personal use of resources is efficient and effective and actively upholds Abbey School's policies.
- Assume personal responsibility for implementing the school's policy on Equal Opportunities and inclusion for all staff and pupils.

General

- To undertake any reasonable task in line with requirements of the role under the direction of the Principal.
- This role involves regulated activity with children and adults and so an Enhanced DBS with Children and Adult Barred List Checks is required.

Criteria:	Essential:	Desirable:
Qualifications & training:	• Honours degree and QTS • Evidence of continuous professional development, preferably including in issues related to SEN • Recent SEND school experience • Evidence of understanding key issues in SEN	• SEND qualification • Experience of teaching pupils with learning difficulties and Autistic Spectrum Condition • Experience of delivering a pupil-centred, highly personalised curriculum • Experience of evidence-based intervention processes to raise achievement
Knowledge & Skills:	• Knowledge of safeguarding and child protection procedures • Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety • Excellent understanding of the use of both formative and summative assessment • Excellent personal organisational skills	• Knowledge of positive behaviour support approaches to managing behaviour
Leading a team:	• High expectations of self and colleagues • Effective written and oral communication • Experience of line managing support staff	• Experience of leading a curriculum area

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Criteria:	Essential:	Desirable:
Curriculum:	• Commitment to outstanding achievement for all • Understanding of how effective differentiation leads to positive outcomes for children and young people • Excellent knowledge of the National Curriculum and how it translates into teaching and learning activities for young people with SEN • Knowledge of what constitutes excellent practice in terms of curriculum planning, development, assessment, recording and reporting of pupil progress and outcomes	Experience of a highly differentiated and personalised curriculum
Relationships	• Commitment to working in partnership with other professionals and parents • Ability to create positive relationships with all stakeholders • Ability to work as a member of a strong team	Experience of working with trans-disciplinary teams

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Criteria:	Essential:	Desirable:
Personal qualities:	• Absolute commitment to all aspects of safeguarding • Commitment to excellence • Commitment to positive behaviour support and evidence-based practice • Reflective practitioner • Commitment to continuous professional development • Able to work to a deadline • Willingness to teach outside current age, stage and curriculum • Emotionally and physically resilient • Physically fit and active to meet the demands of the role • A passion for teaching pupils with SEND • A child-centred approach to the profession	

BENEFITS

- Competative Salary
- Health Plands and Benefits for your Workplace
- Heath Cash Plans to help you and your family
- Technology appropriate for your job role
- Wellbeing Benefits
- On Site TDT - Professional Development
- 24/7 Online GP
- Mental Health Support service
- The opportunity to shape and improve the life chances of pupils with a disability, and in so doing, extend the prospect of an improved quality of life for family members and others
- Discounted Gym membership
- Cycle-to-work Scheme
- Subsidesed lunch
- Staff Wellbeing Committee
- Retail Discounts
- Team Teach Training
- Discounted Cinema Tickets

HOW TO APPLY

If you feel like you have the right qualities to join our exciting, innovative and exceptional school then please complete the school application form with a letter addressed to the Principal. Please ensure that you provide details of your skills and experience necessary for this particular position in your letter or personal statement. Application forms and letters can be emailed to recruitment@abbeyschool.com or sent by post to Abbey School, 10-11 Abbey Square, Chester, CH1 2HU. Please note that we only accept fully completed application forms.

Shortlisting and Interviews

Selection methods will be objective, promote equality of opportunity and guard against bias in line with the Equality and Diversity policy. The school will shortlist applicants based on the relevance and applicability of their professional attributes and personal qualities specified by the role.

Essential and desirable qualities are published in the Person Specification for this role. The School will complete an online search for all shortlisted candidates. If any incidents or issues have happened that are publicly available online, the school may wish to explore this at interview.

Start Date

Abbey School is in a period of growth; we are increasing our staff teams to meet the needs of our pupils that are due to start with us. We are looking for suitable candidates to start at their earliest convenience. Please call the office for more information on a start date.

SAFEGUARDING STATEMENT

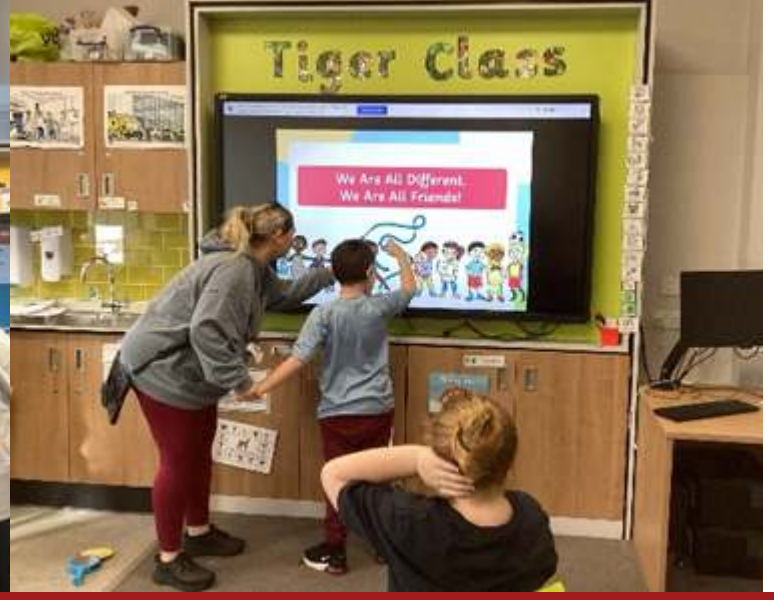
Abbey School is committed to safeguarding and promoting the welfare and safety of all pupils and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

The safeguarding responsibilities of this post are to uphold Abbey School policies to protect and safeguard pupils and vulnerable adults in order to secure their health, safety and wellbeing.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are 'spent' unless 'protected' under the DBS filtering rules) in order to assess their suitability to work with children.

Our Safeguarding Policy can be found on our Policies page on our website.



EQUAL OPPORTUNITIES STATEMENT

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their age, disability, gender reassignment, race, sex, pregnancy and maternity, marriage/civil partnerships, religion/belief, or sexual orientation.

WORKING IN CHESTER

Abbey School is situated in the beautiful surroundings of Abbey Square, located in the heart of historic Chester.

Chester has often been ranked as one of the best places to live in the UK with many good schools, thriving suburbs, a vibrant independent restaurant scene and new, award-winning cultural centre Storyhouse. It has good rail and motorway connections to major cities and the coast.

Chester is suitable for families and singles or couples with a good choice of city-centre accommodation and villages or suburbs within close commuting distance. To find an Estate Agent for sales or lettings in Chester visit Best Estate Agent Guide.

For further information about living in Chester, please visit the Tourist Information website .

How to Find Us

We are located in Abbey Square next to Chester Cathedral, off Northgate Street.

Our address is:

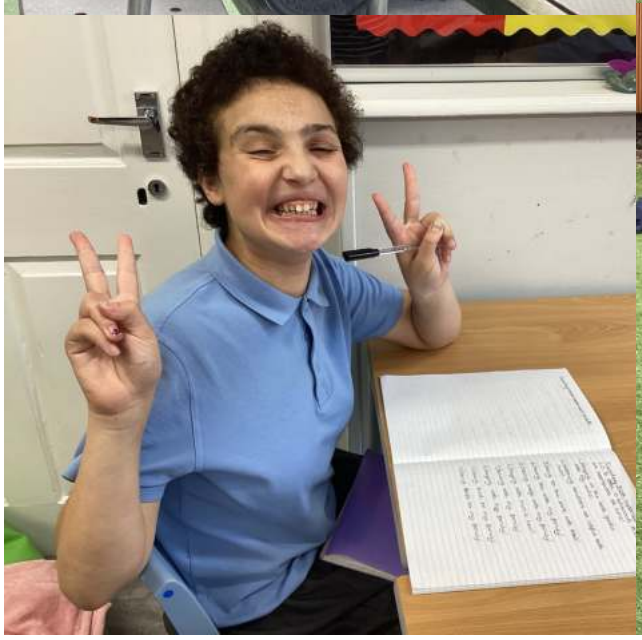
Abbey School 10-12
Abbey Square
Chester
CH1 2HU
01244 960000

By Public Transport

We promote sustainable travel and recommend that public transport is used where possible. Chester train station is a 5-10 minute walk away and is served by the following rail companies Merseyrail, Avanti West Coast, Transport for Wales and Northern Rail. For Park and Ride information visit the Cheshire West and Chester council information page.

Park & Ride

The following Park & Ride services run to Chester City centre:

- Upton Park
- Boughton Heath
- Wrexham Road
- Sealand Road

JOIN US, AT ABBEY SCHOOL!