

## **Hemlington Hall Academy**

Briscoe Way  
Hemlington  
Middlesbrough  
TS8 9SJ  
Tel: 01642 591171

**Headteacher: Mrs Karen Edmenson**  
**Email: [kedmenson@hemlingtonhallacademy.co.uk](mailto:kedmenson@hemlingtonhallacademy.co.uk)**

### **High Needs Base SEND Teacher** **Required for September 2022** **Pay Scale: MPS 1-6 (£25,714 - £36,961)** **Fixed Term until 31.08.2023 in the first instance**

Hemlington Hall is a forward-thinking, inclusive Academy, promoting a positive ethos of learning and care, rated Good by Ofsted in October 2021.

We are a mainstream Primary Academy with specialist 'through provision' across three SEND Bases: a flagship school within the Local Authority. Our High Needs Base is a modern, purpose-built learning environment for 15 children aged 4 – 7 years with a range of moderate learning difficulties and medical needs. Ofsted recognised our high quality teaching, provision and resources and a commitment to overcoming barriers to learning and supporting children's progress.

We are looking for an outstanding Teacher to lead up to 5 support staff within the HNB and become an active participant of the SEND Team. Knowledge of specific learning difficulties and experience in teaching children with special educational needs is desirable. A passion for teaching and supporting children with special educational needs and the ability to liaise with parents and wider professionals is essential.

**Applicants must include in their Application a Supporting Letter stating relevant strengths and experiences appropriate to the Job Description and Person Specification.**

The successful applicants must:

- have a passion for teaching and supporting the academic, social and emotional needs of individuals within the setting
- have knowledge of Special Educational Needs and the national, statutory agenda
- have thorough knowledge of the EYFS and KS1 curricula
- teach and co-ordinate a classroom with children with complex and diverse needs
- lead, manage and organise the work of several support staff within the Base
- communicate confidently and develop partnerships within the SEND Team and wider services including health, social care, parents and staff
- work within policies and procedures to monitor, report and raise standards for children within the class
- maintain high standards and implement the new SEND Code of Practice
- demonstrate outstanding practice in teaching and pupil progress
- use appropriate assessment to inform planning and progression
- demonstrate a commitment to thoroughly meeting Teacher / Post-Threshold Standards

**Visits to the school are welcome by prior appointment. Visit dates available are:**

**Friday 29<sup>th</sup> April 8.50am**

**Tuesday 3<sup>rd</sup> May 8.50am**

**Wednesday 4<sup>th</sup> May 3.45pm**

**Monday 9<sup>th</sup> May 3.30pm**

**Tuesday 10<sup>th</sup> May 3.45pm**

**Please telephone the school office on 01642 591171 from 25<sup>th</sup> April to arrange or email the school office on [admin@hemlingtonhallacademy.co.uk](mailto:admin@hemlingtonhallacademy.co.uk) marked HNB TEACHER VACANCY.**

Hemlington Hall Academy is part of the Lingfield Education Trust. We are committed to the safeguarding of all children and rigorous child protection procedures are in place to which all staff must adhere. All posts are subject to enhanced DBS clearance.

Application packs are available to download from the school website and should be returned accompanied by a letter of application outlining your strengths and educational experiences. All completed applications must be returned via email to the School Business Manager [kmcgill@hemlingtonhallacademy.co.uk](mailto:kmcgill@hemlingtonhallacademy.co.uk)

**Closing date: Friday 13<sup>th</sup> May 2022 by 9am.**

**Shortlisting date: Friday 13<sup>th</sup> May 2022**

**Interview dates: Monday 23<sup>rd</sup> & Tuesday 24<sup>th</sup> May 2022**



# Job Description



Name:

Role: **HNB SEND Class Teacher**

Salary Range: **MPS 1-6**

End Date: 31<sup>ST</sup>

Start: **September 2022**

August 2023

## Core Responsibilities

- Undertake the duties of a teacher as specified by the most recent School Teachers' Pay and Conditions Document (STPCD)
- Be a creative practitioner, working within the SEND team to support the development of the academy's inclusive vision for educational excellence
- Plan and prepare pupils' work and lessons within the parameters laid down by the Planning Policy, National Curriculum and Statutory expectations, taking into consideration specific learning needs
- Attend relevant and appropriate training to support your post, responsibilities and the children in your class
- Differentiate work so that the needs of all children are met and progress is evident
- Provide age and stage appropriate guidance and advice to pupils on educational, social and moral matters.
- Be a proactive participant in the SEND Team and implement an extra-curricular activity
- Keep the Headteacher and SENDCo informed of issues arising / affecting the staff and wider school community.
- Generate an atmosphere of focus, drive and high expectations within your classroom.
- Lead, manage, advise, support, and hold to account, support staff in your team.

## General

- Promote the inclusive ethos and vision of Hemlington Hall Academy and the Lingfield Education Trust
- Be committed to raising standards of achievement for ALL children
- Provide a safe, welcoming, organised, creative and interesting learning environment
- Be aware that each child has a right to equal opportunities and equal access to the curriculum
- Implement all the policies agreed by Hemlington Hall Academy and the Lingfield Education Trust
- Maintain high expectations and insist the children always produce their best
- Maintain good order and discipline among the pupils when they are in school and engaged in school activities elsewhere
- Be sensitive to the academic, social, linguistic, cultural and ethnic backgrounds of the children and show an awareness of accessibility, gender and class issues
- Work collaboratively with colleagues in a team, setting high professional standards
- Take an active part in the life of the school
- Use CPOMs to keep notes on matters relating to your class including: safeguarding concerns, interactions with parents and incidents involving children
- Write and proof read end of year reports for your class, ensuring high standards of written English.

### **Evaluation, Assessment and Record Keeping**

- *Assess, record and report on the development, progress and attainment of pupils as defined in agreed policies*
- *Ensure children are challenged to progress from end of EY, through KS1 expectations towards end of KS2 targets according to their specific needs*
- *Communicate and consult with pupils, colleagues, parents/carers and outside agencies as appropriate*
- *Complete reports and paperwork specific to the needs of individuals for referrals / applications and in support of wider professional intervention*
- *Mark work, providing regular feedback, according to the agreed Marking and Presentation Policy*
- *Co-ordinate the work of support staff and develop key worker roles to manage the work across the class*
- *Set regular ambitious yet achievable targets for the children*

### **Other Responsibilities**

- *Participate in scheduled meetings, including a weekly planning meeting with Support Staff*
- *Participate fully in duty rosters, including frequent lunch and playtime duties and assemblies if required*
- *Participate in the school's arrangements for Appraisal and other professional development activities*
- *Facilitate the training of students as required*
- *Safeguard the health, safety and well-being of all children.*

*For teachers M2 and above:*

- *Take responsibility for a subject area, or Academy priority area, in line with the Academy's pay and conditions policy.*

**Signed:** \_\_\_\_\_

**Date**  
: \_\_\_\_\_

# Personal Specification



Position: **HNB Class teacher**

<b>Qualifications and Experience</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
1	DFE recognised Qualified Teacher Status.	Recent experience in EYFS, KS1 or Specialist SEND Setting	✓		✓
2	Recent relevant training	SEND Qualifications	✓	✓	✓
3	A commitment to meeting Teacher / Post-Threshold Standards		✓	✓	

<b>Abilities and Skills</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
4	Ability to plan, organise and prioritise work of individuals, in order to meet deadlines.	Experience of adjusting curricula and using alternative assessment models to measure small steps of progress and achievement.	✓	✓	
5	Analyse observation and assessment outcomes to plan effective learning opportunities	Knowledge of PIVATs assessment	✓	✓	✓
6	Effective and appropriate behaviour management skills; ability to develop excellent relationships.	Specific training to support Behaviour / SEND	✓	✓	✓
7	Ability to communicate effectively with all members of the school community.	Demonstrate strengths in a particular area to support and develop colleagues	✓	✓	
8	Ability to identify and implement successful inclusion strategies for all children	Specific training to support Behaviour / SEND	✓	✓	✓
9	Ability to promote a positive and inclusive school ethos.		✓	✓	✓
10	Ability to lead, manage and organise the work of support staff		✓	✓	
11	Ability to communicate confidently and develop partnerships with staff, parents and wider professionals	Experience of working with wider services including SEND services, health and social care	✓	✓	✓

<b>Knowledge and Understanding</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
12	Excellent knowledge and understanding of Primary National Curriculum, particularly EYFS and KS1	Knowledge of Special Educational Needs and the National Statutory agenda and SEND Code of Conduct	✓	✓	✓
13	Able to track and interpret class performance data, identifying areas for improvement.	Experience of teaching EYFS, KS1 and / or SEND children	✓	✓	
14	Excellent understanding of curriculum, teaching of phonics and pedagogical issues, including recent developments within the primary phase.	Experience of adapting National Curricula to challenge yet meet the needs of individuals	✓	✓	✓
15	Knowledge of writing, reviewing and implementing SEND Support Plans in order to affect progress and achievement	Knowledge of supporting children with EHCP	✓	✓	
16	Understanding of innovative and creative strategies/resources that enable children to make excellent progress.	Experience of teaching children with complex and diverse needs	✓	✓	✓
17	Thorough understanding of and commitment to equality of opportunity		✓	✓	
18	Knowledge of safeguarding and child protection issues.		✓	✓	

<b>Personal skills and attributes</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
19	Able to demonstrate resilience, and willing to face new challenges with enthusiasm and positivity.		✓	✓	
20	Ability to work independently and on own initiative; take responsibility for own professional development.	Ability to support a Subject or key area for improvement	✓	✓	
21	Must contribute to school events, whole staff training and CPD		✓	✓	
22	A passion for teaching and supporting the academic, social and emotional needs of individuals within the setting		✓	✓	✓