

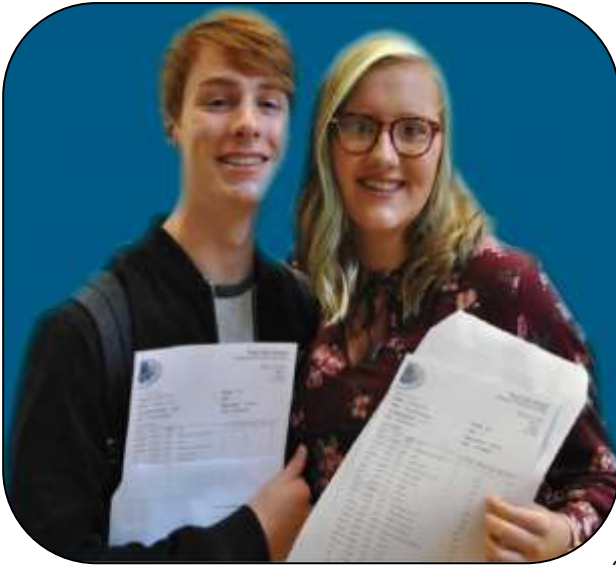


SEND Teacher for ARP

together resilient ambitious caring



Overview



Titus Salt School is an exciting school in which to work with a friendly and supportive body of staff. We have a well-established model of distributed leadership that provides support and challenge for all members of staff. All faculties have a close link with a member of the Senior Leadership Team to ensure our model is effective in practice. The successful candidate will be working in an environment where teaching and learning is at the heart of all we do. They should have the ability to be flexible in approach, work well as part of a team and be willing to bring fresh and positive ideas to the school. In return we offer excellent opportunities for in-service training, practical and considerate support, and genuine and exciting career development through an engagement in forward thinking, evidence-based, educational practice.

Senior Leadership Team (SLT)

Ian Morrel	Headteacher	
Phil Temple	Deputy Head	Pastoral and Academic Progress
Richard Field	Assistant Head	Quality of Education
Simon Halliwell	Assistant Head	Leadership & Management
Philippa Jervis	Assistant Head	Inclusion
Max Robinson	Assistant Head	Leadership & Management
Greg Trusselle	Assistant Head	Behaviour & Attitudes
Alison Robinson	Assistant Head	Q of E Achievement

As a Senior Leadership Team, we have established a clear rationale for our work – to promote inclusion in a context of comprehensive school principles, where all have opportunities to achieve their best. Titus Salt is a school with tremendous potential.

Senior Leaders

To support the focus on continued school improvement the Governing Body approved several Business Case proposals to increase capacity, plan for succession and meet the demands of the school's Recovery Plan. The roles and responsibilities include:

Amanda Dutton-Taylor	Senior Leader Leadership Development
Gemma Longbottom	SENDCo
Martyn Redhead	Director of 6th Form





Our ethos and values



Our focus as a school is on providing high quality learning opportunities to allow all pupils to achieve; in an ever-changing educational landscape our mission is very clear and is summarised as:

together - resilient - ambitious - caring

"together we can make a difference; resilient to change; ambitious to excel, caring for the lives of individuals."

We regard achievement and success as a broad scale from participating in Sports Day and breaking school records to having 100% attendance, from achieving a personal best to being finalists in the Big Bang, from winning

the national First Story competition to attaining target grades and, on Examination Results Days, we are delighted to have so many happy pupils, proud parents and teachers celebrating the success of examination outcomes.

It is so rewarding to see and experience the sense of achievement in gaining results for having done the best you can.

Visitors to the School comment upon the friendly ethos and the level of good relationships between members of staff and pupils. Parents and carers are very supportive and respond to new initiatives with enthusiasm. We have a range of support systems in place for both pupils and members of staff: "staff work hard to ensure the best outcomes for young people. They help pupils to become resilient to the many challenges of life. They show pupils what it means to be ambitious for their futures and care for others in the school community" (Ofsted March 2022). Our Amelia Salt Centre houses our Pupil Support Centre, Learning Support Centre, Special Educational Needs Centre and our Designated Specialist Provision (DSP) for pupils with a range of Learning Difficulties; this was originally a fifteen-place provision but due to its success and the growing demand across the District for mainstream specialist places our DSP has increased capacity to a thirty-place setting with demand for it to increase still further.

We are very proud of our staff and pupils, especially the progress we have made. The role we are offering is a demanding one, but you will be joining a team that supports one another and enjoys each other's company. The development of all our members of staff is a key priority for us and in return for hard work and enthusiasm we will work to ensure the successful candidate is fully prepared for the next step in their career.





Introduction to the School



Titus Salt School is a large, dynamic mixed comprehensive situated at the foot of Shipley Glen, on the Baildon side of the River Aire. Immediately across the river is the model village of Saltaire, a fine example of the industrial archaeology of the 19th century. The village and the school are named after their founder, Sir Titus Salt, one of the great Victorian entrepreneurs and philanthropists. We were delighted to welcome back the Salt family to the new school, when Denys Salt, great grandson of Sir Titus Salt took part in a ceremony to place the original seals in the Reception of the new building and to approve the naming of our Sixth Form after him.

Over the moor above the school is Baildon. Once a small village it now has a thriving population of 62,465, largely commuting into the nearby cities of Bradford and Leeds. The surrounding area is one of natural beauty with the Yorkshire Dales only a few miles away.

Brief History of the School

Titus Salt School was developed from the Salt Factory School, founded in 1868 by Sir Titus Salt for the benefit of the workers in his textile business in Saltaire. The original building in Victoria Road, Saltaire, still stands and is now an annexe to Shipley College.

In September 2000, as part of the Bradford Schools' re-organisation, we changed from a 13 - 18 years upper school of 1,000 pupils into an 11 - 18 years secondary of 1,480 pupils serving the areas of Baildon, Saltaire and East Shipley. Within our mainstream setting we have a School-led Resourced Provision – Amelia Resourced Provision, of thirty places for pupils with moderate and multiple learning needs.

The main 'feeder' primary schools are Sandal, Hoyle Court, Baildon CE, Glenaire, Christchurch Academy, Shipley CE, Low Ash, Wycliffe and High Craggs. The school has been over-subscribed for many years; the Governors agreed unanimously to increase the Pupil Admission Number to 250; each year there are Appeals for places and in September 2022 we have a Year 7 of 257 pupils.





School Organisation



At present our structure provides 72 members of staff in support and 102 teaching staff including the Headteacher, one Deputy Headteacher, two Assistant Headteachers and four Acting Assistant Headteachers who constitute the Senior Leadership Team (SLT); in addition, our SENDCo is a Senior Leader. The school structure is based upon a Faculty system with Leaders setting the priorities and expectations. Currently there are nine faculties: English, Mathematics, Science, Modern Foreign Languages, Technology, PE and Outdoor Education, The Arts, Humanities, Computing/Business/Media/Economics/Psychology & Sociology

Linked into this structure is the pastoral system. Each year group has a Year Leader and an Assistant Year Leader who manage a tutor team for each year group. Our pastoral teams work closely with our curriculum staff to incorporate oversight of the personalised learning agenda with a clear focus on maximising achievement for all and ensuring a curriculum fit for purpose.

School Operations and Administrative Support

This provision has been increased over the past five years and will continue as we respond to the needs of a Recovery Plan. We already have in place:

Admin Assistant (3) Admin Operations Manager Attendance Safeguarding Manager Business Operations Manager Cover Supervisor Data Operations Manager Exams Officer Exams and Data Assistant Finance Manager Health Care Leader HR Manager HR Admin Assistant IT Operations Manager IT Operations Technician (2)	IT Operations and Media Technician (Curriculum) Learning Resource Centre Manager Lettings Supervisor PA to Headteacher/SLT and Governor Link Parental Engagement Officer Procurement Officer Reception and Admin Assistant (3) SEND Admin Assistant Senior Admin Assistant (1) Science Technician (3) SIMS and Data Officer Technology Technician (2)
---	--





The School Today



In September 2008 we moved into our Building Schools for the Future (BSF) Pathfinder Building, with accommodation and resources befitting the 21st Century. Every faculty has its own suite of rooms, with break-out spaces, and interactive whiteboards and laptops available in every classroom. Sporting and Performing Arts facilities are extensive and are enhanced by a large, all weather pitch with access and lighting for community use as well.

We have an enviable record of achievement and a reputation for the quality of education we offer; for the care we show for individuals and for our growing links with colleges and businesses. We are proud

of our academic record and our achievements across a wide range of sporting and extra-curricular activities. Our ethos is positive, friendly and courteous with a premium placed upon mutual respect between all staff and pupils. We expect high standards from our pupils in all aspects of school life - in academic work, in sport and recreation, in behaviour and uniform.

Our pupils have received commendations from Examination Boards at GCSE and A' level pupils have been placed amongst the first five in the country for a range of subject and the majority of our post 16 pupils go on to higher education.

The Curriculum and Setting Arrangements

There are nine teaching groups in Years 7-11, which are set according to subject criteria. This setting is regularly reviewed and revised as necessary. Bench marking is undertaken through KS2 projections. Transfer information is also used, as well as primary commentaries on ability and progress which have developed significantly with our emphasis on close liaison with all feeders.

Key Stage 3

The Key Stage 3 curriculum is developing as a 3-year focus on knowledge acquisition and skills development with Year 9 as a bridging year in preparation for being able to apply key skills and knowledge to learning at KS4. Schemes of Work have been either adapted or re-written to focus on a model of "Competency" to ensure pupils are able and have the knowledge and understanding as well as skills to apply to different learning contexts. Through the work of Faculty Leaders there is a developing focus on research and evidence-based programmes that are impacting on school improvement.





All pupils' study:

Science, English, Literacy (Year 7), Mathematics, Numeracy (Year 7), History, Geography, French or German or Spanish, Technology, Computer Science, PE, RE, Art, Music, Performing Arts, Lifetracks and Residential Experience.

Our approach to changes at KS3 has been to build on the incremental changes already in place. The groups in KS3 mirror the personalised learning pathways at KS4. Many of our pupils arrive with low levels of literacy especially in reading and 4 years ago we introduced a literacy lesson into the Year 7 curriculum which includes pupils having

dedicated one to one reading sessions and tackling the production of newspaper and media articles to support and extend a love of reading. In addition, many of our pupils struggle with the ability to understand and work with numbers which is why in September 2018 we introduced numeracy as an additional lesson for pupils in Year 7.

Key Stage 4

We have introduced personalised learning pathways for all our pupils to embrace the more flexible nature of the 14-19 curriculum. Vocational opportunities are being extended using our own provision and in collaboration with a range of other partners. We are continually reviewing new courses to cater more effectively for our pupils. Central to our success is effective targeting and assessment of our pupils' needs and matching that to their own Individual Learning Plan.

Pupils are placed in to sets in core subjects as well as in some other subjects. The majority of pupils follow GCSE and BTEC courses, with three separate sciences offered to the more able. Pupils are encouraged to take at least one foreign language, but the opportunity exists to take three – French, Spanish and German.

We currently offer vocational courses in Health and Social Care, Business and Computing, Dance, Music, Sports Science and a range of other vocational subjects through our links with neighbouring colleges.

Other subjects are offered to GCSE level – Mathematics, English, English Literature, Biology, Chemistry, Physics, History, Geography, Art, Media Studies, RE, Music, Drama, Engineering, Food Technology, Design, French, Spanish and German. Other vocational and work-related curriculum activities are offered through a number of projects and schemes, some instigated locally and also through national organisations.





STEM is a strength of the school and we are proud that this has been acknowledged through the Excellence in STEM Award – we were the first school in West Yorkshire to have been presented with this award. The appointment of a Leader of STEM ensures we have a focus across the STEM subjects to work collaboratively across the curriculum and in the development of extra-curricular provision and opportunities.

Sixth Form – Denys Salt Sixth Form Centre

The KS5 leadership team rigorously monitors the progress of each individual learner and has established high expectations supported by mentor programmes and quick response systems to underachievement. This is clearly understood by learners, parents, carers and members of staff and has proven very effective. After the challenges of COVID-19 examination performance in 2022 was at its highest with 40% of grades at A*– A. Our Value Added also increased. NEET is 0% for Years 12 and 13. Progress outcomes for GCSE English and Maths continue to show improvement; in Maths, learners improve by over half a GCSE grade and in English the average improvement in attainment is over one third of a grade. The Leadership in Sixth Form has become more rigorous with a Director of Sixth Form and a Sixth Form Manager who closely monitor learner progress and are responsible for partnership work with Faculty Leaders to deliver effective intervention to ensure learners are on track to achieve their best; they also have responsibility for student wellbeing.

The following A Level courses are offered:

English Language, English Literature, Mathematics, Further Mathematics, Art, Photography, Biology, Chemistry, Computer Science, Product Design, Economics, French, Geography, German, History, Media Studies, Music, Physics, Psychology, Religious Studies, Sociology, Spanish and Textiles.

The following Vocational courses are offered:

Business, Performing Arts Dance, Health & Social Care, Performing Arts Music, Applied Science, IT and Sports Science.





Activities



Drama/Dance productions and Musical performances are a feature of school life and many national companies use our school as the focus for theatre workshops. School productions are many and varied. Since moving into our new school, we have had annual productions including Joseph and his amazing technicolour dream coat, Little Shop of Horrors, Jane Eyre, Alice in Wonderland, Beauty and The Beast, The Wizard of Oz, High School Musical, Strictly Musicals and Annie. We have a choir, orchestra, jazz band and smaller ensembles which perform on a regular basis in the locality and further afield.

Our new Award Ceremonies celebrate the diversity of our pupils' successes, seeing us move away from one large Presentation Evening to a series more pertinent to each Key Stage.

Various exchanges and visits are undertaken each year with other European countries. We have previously, successfully worked in partnership with Amandus-Abendroth Gymnasium in Cuxhaven Germany as part of a two-year Comenius project which included pupils from different year groups creating an animated film with a professional animator: "The Young Musicians of Cuxaire"; we have recently completed a three-year Erasmus Plus project to produce a Language Learning App – "Appy to Learn"

Sporting achievements and activities have a high profile and we offer a diverse range of opportunities for sport, health and wellbeing; our PE Faculty was revised in 2015 to include Outdoor Education which includes cycling, orienteering, an annual residential to Bewerley Park as well as a successful Duke of Edinburgh programme – we became a D of E Direct Licensed Centre in 2015 with pupils completing the Gold Award and being presented with certificates at St James' Palace as well as a significant number on the Bronze Award starting at the latter stages of Year 9. We also organise skiing trips to the USA; water-sports trips to the Ardeche; visits to London to enhance learning in Media Studies, Art, History, Science and Economics as well as visits to Edinburgh, Paris, power stations and research centres.





Information for candidates



together resilient ambitious caring



Application Process SEND Teacher for ARP

Post: SEND Teacher for ARP

Scale: MPS/UPS + TLR 2a

Please complete the application form and, instead of completing the Additional Information section, produce a piece of work (no more than two sides of A4 size paper) in support of your application focusing on:

- ***What you feel in your career so far has prepared you for the role of SEND Teacher for ARP at Titus Salt School?***

The piece of work should be clear, concise, accurately written and make it clear how you meet the job description, personnel specification and reflect the information available to you.

Partially completed forms will be questioned.

Closing Date for applications: 9:00am on Monday 20 March 2023

Please return all applications to:

Jane Collett
HR Manager
col@titussaltschool.co.uk

Selection Process: on Monday 20 March 2023

Interviews will take place on w/c 27 March 2023

We are afraid that we cannot write to unsuccessful applicants, so if you do not hear from us again, may we thank you for your interest in our school and wish you every success in the future.

We look forward to receiving your application





Job Description SEND Teacher for ARP

Scale: MPS / UPS
TLR: 2a

The following information is provided to assist teaching staff to understand and appreciate the work content of their post and the role they are to play in the school. However, the following points should be noted:

- The post holder is required to carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document; and such particular duties as the Headteacher may reasonably direct from time to time.
- The details set out below describe the main duties and responsibilities relating to the post; however, a document such as this does not permit every item to be specified in detail, nor does it direct the particular amount of time to be spent on carrying out duties, and no part of it can 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 policies and procedures documentation (1265 hours, HR Policy, Appraising Performance Policy) and Teachers' Conditions of Employment.
- All teachers must adhere at all times to the School's Safeguarding (Child Protection) policy ensuring all concerns are immediately passed on to the schools Designated Safeguarding Lead or their Deputy.

General Remarks

- All teachers contribute to the development of the school and have clear responsibilities for teaching and learning.
- In conjunction with their Faculty Leaders, Subject Leaders and other staff with designated responsibility all teachers contribute to whole school policy decisions on the provision of a coherent educational experience for all pupils and to cross-curricular issues as required by the National Curriculum.
- All teachers support our positive ethos by providing and developing relevant and effective teaching and learning experiences within their subject area.
- In addition to the broad objectives and subject specific tasks all teachers bear some responsibility for the behaviour of pupils in class both within the faculty area and more generally within the school.
- All teachers support their Faculty Leader, Subject Leader and other staff with designated responsibility in curriculum development and teaching and learning initiatives.





Job Description SEND Teacher for ARP

Principle Responsibilities

- A Teacher is responsible for providing a friendly, stimulating and secure environment in which every pupil has the opportunity to develop academically, socially and personally
- With the guidance of the Subject Leader and Head of Faculty, a Teacher is responsible for the complete and timely delivery of the subject schemes of work, using a variety of teaching strategies to engage and challenge all pupils and meet their needs
- A Teacher is responsible for their pupils' academic progress and will:
 - Ensure that pupils are taught in line with the subject specific schemes of work and examination specifications
 - Adhere to whole school expectations with regard to assessment, marking, teaching and learning
 - Adhere to the subject and faculty expectations in teaching & learning
 - Keep records of assessments, marking and attendance of pupils
- A Teacher will follow the guidelines for:
 - high quality teaching
 - knowing groups, marking and assessing work
 - use of resources; learning support; use of ICT; health and safety procedures
 - classroom management
 - Implement any recommendations for improvement in teaching or administration
 - Attend in-service training, Continual Professional Development (CPD) and engage in Joint Practice Development (JPD) as defined by Subject and Faculty Leaders
 - Engage in classroom observation plus feedback sessions and Typicality Checks as part of the whole school strategy for teaching and learning
 - Ensure that coursework deadlines and internal and external exam arrangements are adhered to and clearly communicated to pupils
- To teach throughout the school as required (or any other curriculum areas at the discretion of the Headteacher - taking notice of training undertaken or by providing it, and appropriate safety factors).
- To be directly responsible to the Headteacher through the Faculty and/or Subject Leader
- To participate in maintaining and developing a positive ethos in the school and the classroom
- To be responsible for the pastoral development of a tutorial group of pupils if required. To act under the guidance of the Year Leader or Senior Staff and to contribute to any schemes of positive tutoring and recording of achievement set up in the school.
- To provide relevant data and reports on pupils as required.
- To undertake supervisory duties as part of a duty team.



together resilient ambitious caring



Job Description SEND Teacher for ARP

Additional / Specific Responsibilities:

- To assist the Faculty Leader and Subject Leader to administer assessment of work for external examinations
- To work collaboratively within the Faculty to prepare Schemes of Work and teaching material
- To contribute to curriculum development within the Faculty
- To contribute to the extra-curricular programme
- To contribute to the collective care of books, equipment and materials and the maintenance of an orderly atmosphere in the Faculty area

Appraisal, CPD and JPD

To support Appraisal, CPD and JPD monitoring of individuals/groups within the Faculty by:

- Participation in the school's Appraisal system, this is linked to the national Teachers Standards.
- Involvement in the Professional Development Review systems and processes.
- Participating in schemes for Staff Development set up either by the Faculty or the school.
- Exploring opportunities to extend own personal development.

Fluency Duty

In line with the immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard – for this role the post holder is required to meet the Advanced Threshold Level - The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly.
- Explain difficult concepts simply without hindering the natural smooth flow of language.
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School.

Please note:

- a) The provisions regarding working days and working hours will be the subject of
- b) separate statements issued by the LA and/or Headteacher, as appropriate.
- c) This job description is subject to amendment. Reviews will normally take place at the end of the academic year, or earlier where necessary, following consultation with yourself.





Job Description SEND Teacher for ARP

- d) Should there be a disagreement under either paragraph a) or b) then you have a right to appeal following the Grievance Procedures of the Personnel Manual 'General Scheme of Conditions of Service for Schoolteachers'.

Additional Information

Responsibilities and Purpose

- To work alongside the RP Leader on strategic development of the RP.
- To work as part of a team of staff alongside the RP Leader to ensure strategic development and improved outcomes are secured.
- To contribute towards driving improvements in levels of attainment, achievement and progress within the RP.
- To contribute towards driving improvements in the quality of Teaching and Learning within the RP.
- To contribute towards curriculum provision that leads to improved outcomes for pupils.
- To lead on a range of enrichment opportunities in the RP.
- To support the RP Leader in monitoring and tracking pupil outcomes with specific reference to ensuring pupils with complex learning difficulties make expected or better than expected levels of progress.
- To develop best practice for pupils with complex learning difficulties, with specific reference to teaching and learning and specialised support.
- To be responsible for ensuring agreed Schemes of Work are followed, with regular assessments of pupils' work and provide relevant data and reports on pupils as required.
- To regularly liaise with parents/carers to discuss pupil progress, mental health and wellbeing.
- To plan, prepare and lead Annual Review meetings with a small group of 'key pupils'.

Pupil Achievement

With guidance from the RP Leader

- Using baseline data and assessment records to evaluate the quality of achievement of individuals and/or teaching groups.
- Providing evaluative, formative and summative information regarding pupil achievement to the RP Leader, as required.





Job Description SEND Teacher for ARP

- Organising regular assessments, as agreed with the RP Leader and ensuring that all pupils complete them.
- Ensuring the collection of assessment data and inputting onto Faculty and school pupil progress tracking systems.
- Meeting with staff to agree challenging targets for individual pupils, groups and subject areas.
- Organising suitable intervention for target groups to secure achievement and progress; liaising with parents/carers as necessary.
- Work with Subject Leaders in monitoring and planning of SEND resources to ensure adequate and strategic provision of learning materials to enhance teaching.
- Track and monitor pupil progress across all 4 areas of the Educational, Health and Care Plan (EHCP).



together resilient ambitious caring



Personnel Specification SEND Teacher for ARP

Key: A = assessed at application I = assessed at interview T = assessed through selection processes

Requirement	Attributes and how demonstrated	
Developing Self and Working with Others - Qualifications and Training To be collaborative in approach when working in a range of contexts and groups. The breadth of involvement includes our pupils, staff, governors, parents/carers and members of the community. Our aim is to build a professional learning environment that enables others to achieve. In addition there has to be a clear willingness to learn from others.	Essential <ul style="list-style-type: none"> Degree and Qualified Teacher Status. (A) Evidence of continuing professional development and a willingness for further development as appropriate. (A,I) Consistent achievement of good or outstanding grades for teaching. (A) Treat people fairly, equitably and with dignity to create and maintain a positive Subject/Faculty culture. (I) Clear understanding of the requirements of the KS1-3 curriculum. (A, I) Demonstrate excellent working relationships. (I) Able to balance work and personal life; is considerate of the well being of others. (A,I) Willingness to undertake training appropriate to the requirements of the post. (A,I) 	Desirable <ul style="list-style-type: none"> Additional SEND qualifications. (A) Experience of working in a specialist provision or special school (A, I) Experience in delivering Early Years Foundation Stage (EYFS) content. (A,I)
Shaping the Future - Experience It is critical to have the skill and ability necessary to work with a range of teams when contributing to the development of a shared, strategic vision and Faculty Development Plan which inspires and motivates pupils, staff and other members of the school community; leading to increased levels of attainment, achievement and progress.	Essential <ul style="list-style-type: none"> Experience of teaching pupils with SEND with successful outcomes. (A) Experience of identifying and working with target groups of pupils to achieve outcomes above expectations. (A, I) Good knowledge of a range of Special Educational Needs (including severe learning difficulties, speech, language and communication difficulties and Autism). (A,I) Ability to communicate effectively with pupils, staff and parents. (I/T) Ability to perform tasks that require attention to detail. (A,T) Knowledge of the use of pupil performance data to inform planning and target setting. (I,T) 	Desirable <ul style="list-style-type: none"> Experience of working with, and offering guidance to Learning Support Assistants. (A) Experience of teaching Entry Level Qualifications (A, I) Knowledge of the Annual Review process with experience in leading EHCP review meetings. (A,I)
Special Knowledge - Learning and Teaching To make significant contribution to the provision of effective	Essential <ul style="list-style-type: none"> Knowledge of the curriculum at KS1-3 and understanding of the implications of the Education Act 2011. (A, I) Have a good knowledge of the SEND Code of Practice. (A,I) 	Desirable <ul style="list-style-type: none"> Experience of teaching a life skills based curriculum to pupils with complex learning



Personnel Specification SEND Teacher for ARP

Requirement	Attributes and how demonstrated	
<p>learning and teaching. The SEND Teacher should have high expectations and be able to inspire our pupils to become effective, enthusiastic, independent learners who achieve their full potential.</p>	<ul style="list-style-type: none"> • Awareness of target setting, monitoring and relevant assessment procedures. (A, I) • Ability to relate to pupils and to evaluate and enhance pupils' achievement in its widest sense. (A, I) • The ability to use different teaching approaches in response to pupils' learning needs; including innovative approaches to enrich the pupil experience. (A, I) • Experience of working with pupils with complex learning difficulties to assist them in becoming independent learners, both academically and socially / emotionally. (A,I) • Ability to use ICT and identify and develop the use of software. (A,I) 	<p>difficulties and Social, Emotional and Mental Health difficulties. (A,I)</p> <ul style="list-style-type: none"> • Knowledge of best practice in teaching and learning relating to both KS1-3 and 14-16 provision for pupils with complex learning difficulties. (I,T)
<p>Practical and Intellectual Skills To make a contribution to the effective organisation of the Faculty and to ways of improving organisational structures and functions. To fully support the Faculty and/or Subject Leader to ensure that organisation and management provide an efficient, effective and safe learning environment.</p>	<p>Essential</p> <ul style="list-style-type: none"> • Ability and skill to be involved in extra-curricular activities (A,I) • Excellent organisational and record-keeping skills. (A) • Good time management. (A, I) • Sense of humour with a calm and confident manner. (A, I) • Make a significant contribution to promote good behaviour and a positive school ethos. (I) • Experience of performing tasks with great attention to detail. (A, I, T) • Ability to communicate effectively and achieve shared understanding. (A, I, T) • A commitment to working with others as a team. (I,T) • Flexible and sensitive in dealing with pupils and staff. (I,T) • Positive attitude to all aspects of school life. (I,T) • Ability to motivate and inspire pupils. (I,T) • Setting high standards and having high expectations of pupils and other teachers. (I,T) • Ability to communicate effectively both orally and in written work. (A,T) 	<p>Desirable</p> <ul style="list-style-type: none"> • Willingness to take on future leadership roles. (I)



Personnel Specification SEND Teacher for ARP

Equal Rights

Titus Salt School is an equal rights employer. We require our Governors and staff to follow our equality policies and all statutory requirements concerning age, race, religion, sex, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to the school's services.

Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements. As an equal rights employer, Titus Salt School is committed to making any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

Safeguarding

We are an equal opportunities employer and are committed to the protection and safeguarding of children and young people in our recruitment procedures. We adhere to statutory guidelines in respect of safer recruitment through a variety of checks which may include social media checks on all shortlisted candidates. All posts are subject to an enhanced DBS check and eligibility to teach/work in our school will be checked with the DfE.

Fluency Duty

This role is customer facing and therefore in line with the Immigration Act 2016; all applicants must be able to demonstrate fluency of the English Language to the level defined in the job description.



SEND Teacher for ARP

Headteacher Ian Morrel BA (Hons) NPQH

Address Titus Salt School
Higher Coach Road
Baildon
Shipley
BD17 5RH

Telephone 01274 258969

Website www.titussaltschool.co.uk

