**Northumberland Pupil Referral Unit**

**Teacher of English**

**Published: 16 May 2022**

**Closing Date: 5:00pm, 23 May 2022**

**Salary: MPS/UPS + 1 SEN Point**

**Required for: 1 September 2022**

There is an exciting opportunity to join Northumberland Pupil Referral Unit (PAN 40), at a time of change and development as a Teacher of English. Northumberland Pupil Referral unit was judged to be a Good establishment in March 2019 and the Management Committee are looking to move to a Key Stage 3 and 4 Provision from January 2023, with developed buildings, curriculum and offer.

The Management Committee have recently appointed new Head Teacher, who will take up their role in September 2022, and this is an ideal opportunity to be appointed to support the developments in the Pupil Referral Unit offer.

From September 2022, the Northumberland Pupil Referral Unit will support students in Key Stage 3 who are permanently excluded from school or who need a short stay support package to return to mainstream schooling. From January 2023, Key Stage 4 students will join the provision. A new curriculum offer needs to be designed and developed.

Our vision is to provide a high quality educational and therapeutic community, which offers life-changing opportunities in preparation for adulthood, within a safe, creative and exciting environment. All students have their Learning, Social and Community Capital baselined, with an ambitious structured personalised programme to close gaps in academic and social norms, ensuring that all students are ready for the next stage in their lives.

Applications are invited from outstanding teaching practitioners who can demonstrate outstanding relationships and outcomes across Key Stages 3 and 4.

The successful applicants will benefit from significant support from our Head Teacher and Management Committee. A personalised CPD package will be provided to support your transition into the school.

For an informal conversation please call the Northumberland Pupil Referral Unit on 01670 514963 to speak to the current Executive Head Teacher.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. An enhanced criminal records check is required for this post.

Further information about the school can be found on our website.

An application pack, including an application form, is available by telephoning the school office or on the website

We ask that you complete the Application Form and write a letter, no more than two-sides of A4 outlining:

* Your vision for education within a school serving students with Social, Emotional and Mental Health.
* Your experiences to date and how they will impact the students, parents/carers, staff and community at Northumberland Pupil Referral Unit

Letters of application, along with completed application form should be returned directly to the school by post and/or by e-mail admin@pru.northumberland.sch.uk, no later than **5pm on Monday 23 May 2022**. Successful shortlisted candidates will be contacted individually to inform them of their interview, which will take place later this week.

School Name: Northumberland Pupil Referral Unit

Full address: Hepscott Park, Morpeth. Northumberland

Postcode: NE61 6NF

Tel.: 01670 514963

e-mail: admin@pru.northumberland.sch.uk

Website address: www.pru.northumberland.sch.uk

**NORTHUMBERLAND PUPIL REFERRAL UNIT**

**JOB DESCRIPTION: Teacher of English**

**All teachers**

* are responsible to the Head teacher and Governing Body.
* are expected to teach the full age (11-16 years) and ability range.
* are expected to implement the school’s policies and practices.
* are expected to fully participate in school practices eg. Appraisal and appropriate professional development.

**Job Title** Teacher of English

**Salary**  MPS/UPS + 1 SEN Point.

**Duties** The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Head teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

**Responsible to** Head teacher; Assistant Head Teacher; Governing Body

**Responsible for** The teaching of English throughout the school

**Role**

* To maximise pupil’s progress and attainment in English up to GCSE
* To promote the agreed aims and ethos of the school.
* To cover across various curricular areas when required to support colleagues

**Key Responsibilities**

1. To work in partnership with colleagues, the Head teacher and Senior Leadership Team to create a shared vision of best practice for the teaching of English in order to raise standards throughout school
2. To work within the English team to promote the development of English across the curriculum
3. To liaise with colleagues and senior staff to continually evaluate and improve the curriculum design so that it can be matched to individual needs in the areas of English
4. To be a role model in the teaching of English using this expertise to develop and support colleagues.
5. To successfully teach English across the Key Stages and across the ability range from pupils operating at N.C. Level 1 to GCSE
6. In partnership with colleagues work to ensure that baseline assessments / tests are carried out.
7. To successfully improve pupil’s progress in English with particular emphasis on the pupils identified as benefiting from intensive support
8. To have an overview of the work being undertaken by Support Staff during 1:1 sessions. To monitor and evaluate these sessions ensuring that they are effective
9. To moderate English assessments as required, working alongside school assessment objectives for the “whole child”
10. To work with parents/carers to set individual targets for pupil progression each term.
11. To report to parents as per school expectations.

**Standards and Quality Assurance**

1. Support the aims and ethos of the school
2. Set a good example in terms of dress, punctuality and attendance
3. Attend and participate in open evenings and pupil performances
4. Uphold the school's behaviour code and uniform regulations
5. Participate in and deliver staff training
6. Attend team and staff meetings
7. Develop links with governors, the LA, neighbouring schools and external providers

**NORTHUMBERLAND PUPIL REFERRAL UNIT**

**TEACHER OF ENGLISH – PERSON SPECIFICATION**

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| CATEGORY | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
| QUALIFICATIONS inc Professional Development | * Qualified Teacher Status * Recent relevant professional development | * Higher or additional qualification in SEN / SEMH | A I R |
| EXPERIENCE | * Successful classroom teaching experience * Working with challenging behaviour * Experience of implementing whole school behavioural approach | * Working within a SEMH provision * Successful middle management experience * Experience of subject leadership | A I R |
| KNOWLEDGE | * Subject knowledge * Current trends in the development of the subject including a range of accreditation * Subject specific action planning * Knowledge of behavioural approaches | * Knowledge of current educational issues | A I R |
| SKILLS & COMPETENCIES | * To plan and manage the subject delivery in a manner that engages secondary phase SEMH pupils * Successful teaching of pupils exhibiting challenging behaviour * Communicate effectively and persuasively in a variety of contexts * Develop effective relationships * Plan and organise successfully * Ability to contribute ideas within a subject team * Ability to implement the pastoral / tutor / PHSE approach of the school | * Establishing, monitoring and evaluating subject specific actions plans * Evaluate colleagues’ work and provide supportive feedback * Collect, understand, interpret data and generate targets * Counselling skills * I.C.T. literate | A I R |
| PERSONAL ATTRIBUTES | * A genuine desire to work with SEMH pupils/Empathetic Approach * Commitment to high achievement / expectations for SEMH pupils * Positive, optimistic and resilient * A participative team player * Desire to influence others * Self-motivated and uses own initiative * Commitment to professional development in self and others |  | A I R |

HOW IDENTIFIED: A = application form / letter I = interview T = task R = reference