



# Pix Brook Academy Application Pack

## Primary Teacher with SEND





# CONTENTS

1. Introduction
2. About BEST
3. About Pix Brook Academy
4. How to Apply
5. Job Description
6. Person Specification

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# INTRODUCTION

Welcome to Pix Brook Academy and the Bedfordshire Schools Trust. Thank you for expressing an interest in our current vacancy.

We have collated this application pack to provide you with all the information you should need to enable you to apply for this role.

However, if you would like any further information or would like to make a visit to our academy, please contact:

**Cathy Bailey**

**HR Manager**

[cbailey@bestacademies.org.uk](mailto:cbailey@bestacademies.org.uk)

**Tel: 01462 229925**

**Pix Brook Academy**

Arlesey Road, Stotfold, Bedfordshire SG5 4HB

[www.pixbrookacademy.co.uk](http://www.pixbrookacademy.co.uk)

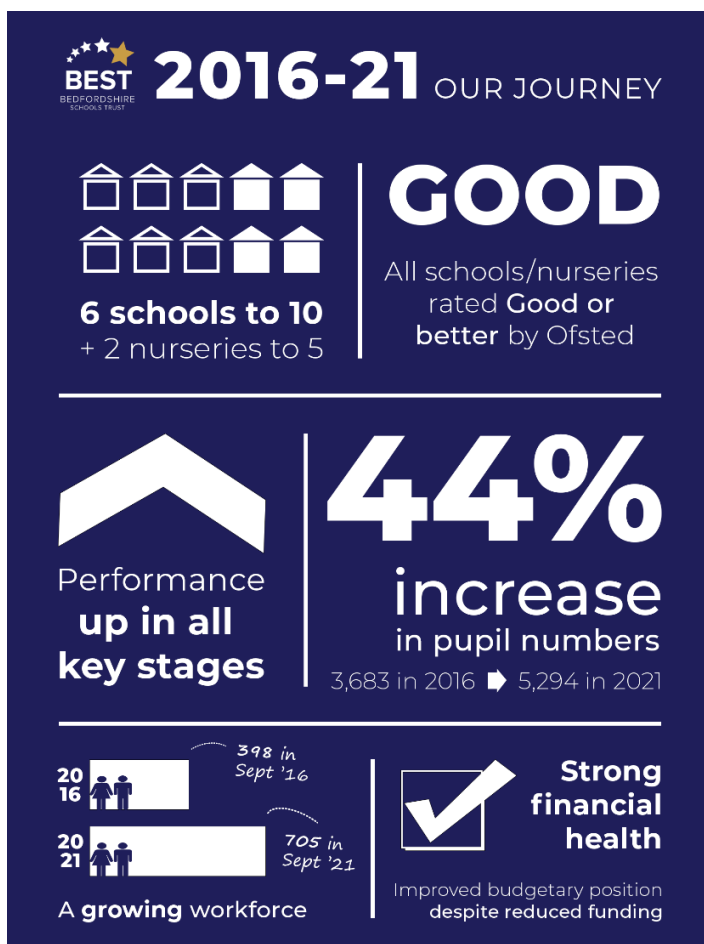


# ABOUT BEST

The Bedfordshire Schools Trust (BEST) is a multi-academy trust providing exceptional education across our community of 10 schools and five nurseries.

Since forming in 2016, we have grown significantly into one of the largest single employers in Central Bedfordshire.

We now educate more than 5,000 children across the area, from nursery age to advanced level study, and have over 700 members of staff.



*This infographic charting the journey of our trust was originally created for our **5 Years of BEST** commemorative brochure which was produced in September 2021 – a digital version is available to read on our website*



It is our aim to grow the BEST in everyone, and everything we do is driven by our values. We will:

- Always put children first
- Collaborate to support and compete to challenge
- Provide community-based provision
- Have the courage to be compassionate

Our aims can only be achieved if we recruit, retain and develop the highest quality workforce – and we want those we employ to be valued in the workplace.

As a single employer, we are able to offer all our staff a fantastic range of benefits, including an excellent working environment, opportunities for career development and training, and discounts and deals that will help save you money.

Full details can be found in our BEST People staff benefits brochure, available for download from our MyNewTerm careers page, or on our website at [www.bestacademies.org.uk/jobs](http://www.bestacademies.org.uk/jobs)

The first five years of BEST have been a real success story – and we are looking forward to an exciting future, too.

A primary-secondary model of education is being established to replace the current three-tier system in Central Bedfordshire, more schools are looking to join us as we seek to grow further, and performance across all key stages continues to improve.



# ABOUT PIX BROOK ACADEMY

Welcome from the Principal

Thank you for your interest in the Primary Teacher with SEND position at Pix Brook Academy.

Pix Brook Academy opened in September 2019 to its first group of Y5 pupils. Working from brand new facilities in the village of Stotfold, the school offers a fantastic opportunity for a colleague to join a school as it grows. Currently there are 720 pupils on roll in Y5 – Y9 and we are expecting another 180 to join us into Y5 in September 2024. This position would suit a candidate who is looking to develop their career or accept a new challenge in a highly supportive and forward-thinking school.

You will be joining a body of staff who are highly motivated by the opportunities associated with being part of a school as it develops and grows. The KS2 curriculum is now fully resourced and the collegiate approach to working means that new colleagues will be able to work from a framework of established and tested schemes of learning and lessons. This position has arisen as a result of the school developing its secondary provision. We now begin to build the team of staff who will contribute to this development and are looking for teachers who recognise the possibilities associated with developing their own subject area.

The school is designed as an extended secondary school. This means the facilities and resources far exceed the usual provision found in older schools and provide a genuinely outstanding teaching environment. This position will provide colleagues with a fantastic opportunity to develop their practice and pedagogy with KS3 pupils. This will be particularly beneficial for colleagues looking for senior positions in the future.

The school is part of the BEST multi academy trust which is based in Central Bedfordshire and includes a number of lower, middle and upper schools. The trust benefits from a strong relationship with a teaching school and is both well established and supported.



Currently the school recruits from the lower schools in the surrounding area all of which are either OFSTED outstanding or good schools. Parents are highly supportive of the school and its ethos. In the school's OFSTED inspection in January 2024 inspectors judged the overall effectiveness of the school to be good with outstanding judgements for Behaviour and attitudes and Leadership and management.

I am unapologetically ambitious for the people at the school, both staff, pupils and the school itself. I believe that we should be highly aspirational in our goals for ourselves and our pupils and that we have a responsibility to ensure we make a difference. If you feel the same then this is an unparalleled opportunity to make your mark on a school where the curriculum and pupil experience is limited only by your imagination. If you would welcome the opportunity to build your career within a new school, to join a team of committed, innovative and energetic staff who are determined to provide an outstanding pupil experience then I would be delighted to hear from you.

If you would like an opportunity to visit the school please contact Cathy Bailey on: [cbailey@bestacademies.org.uk](mailto:cbailey@bestacademies.org.uk)

Steve Adams

Pix Brook Academy Principal

## ABOUT PIX BROOK ACADEMY

Working at Pix Brook Academy is an unprecedented opportunity to be involved in a genuinely exciting and innovative growth programme and have real influence and input into shaping the future development and success of this creative and rural community school.

Membership of the Trust means that opportunities available to staff are varied and wide- ranging. The Trust includes good relationships with a Teaching School offering training and development opportunities for all staff. The growth and development of Pix brook

Academy ensures that there are also many opportunities for staff to rapidly progress their careers if they so wish.







We understand the hard work associated with working at a new school. In recognition of this, we are committed to providing all staff with the support and resources to deliver outstanding lessons and develop their career within the profession at Pix Brook Academy and beyond. In return for your commitment and hard work we offer:

- Fantastic learning environment in new facilities.
- Supportive parents and fantastically well-behaved pupils allowing you to focus on teaching and learning.
- Supportive, experienced team.
- Opportunity to join a growing school and influence the culture and ethos of a new school with associated career progression as the school grows.
- All teachers receive a new laptop.
- All classrooms have 21<sup>st</sup> century technology including Clevertouch interactive screens.
- Subsidised membership to the Pendleton Gym. (Two minutes from the school).
- Support from the BEST multi academy trust for CPD including the full suite of NPQ's.
- Rural location with extensive parking yet only 35mins from King Cross.





# HOW TO APPLY

We use an application form, rather than asking for CVs, for most vacancies. This ensures all applicants present their information in the same standardised format and tell us only what we need to know.

Apply online via the MyNewTerm website at [www.mynewterm.com](http://www.mynewterm.com) before the closing date.

**Closing date:** Midnight, Sunday 5<sup>th</sup> May 2024

**Interview date:** TBC

BEST is an equal opportunities employer and we are committed to encouraging equality, diversity and inclusion among our workforce.

We are committed to safeguarding and promoting the welfare of children. All offers of employment will be subject to satisfactory pre-employment checks and references, including enhanced Disclosure and Barring Service (DBS) clearance.

Strictly no agencies.

**We look forward to receiving your application.**



# JOB DESCRIPTION

## Primary Teacher with SEND

<b>Job Title</b>	Specialist Teacher of SEND
<b>Based at</b>	Pix Brook Academy
<b>Salary/Grade Range</b>	MPS/UPS with SEN Allowance
<b>Responsible to</b>	SENDCo
<b>Required for</b>	September 2024

### PURPOSE OF ROLE:

- Plan, implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for individual students identified with SEND and to support the SENDCo as required.
- Monitor and support the overall progress and development of students as a Teacher and Form Tutor
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- Contribute to raising standards of student attainment with students of SEND, particularly EHCP students with Cognition and Learning difficulties.
- Share and support the Academy's responsibility to provide and monitor opportunities for spiritual, personal and academic growth



## DUTIES AND RESPONSIBILITIES

- Development of resources, schemes of learning, assessment policies and teaching strategies specifically for students with SEND.
- Deliver a highly differentiated curriculum to small groups of students with SEND.
- Contribute to the departmental improvement plans and the implementation of these plans.
- Work closely with parents / carers / pupils to build constructive relationships to improve outcomes.
- Organise and renew learning resources in association with Heads of Department.
- Liaise with teaching colleagues to ensure appropriate resources are provided.
- Use data on pupil performance to inform target setting, lesson planning and to identify underachieving students.
- Implement targeted intervention and monitor the progress of students with SEND.
- Support the BEST and academy's monitoring procedures.
- Support the review of teaching strategies, and support teachers through outreach work across KS2 and 3 with differentiation and resources for students.
- Attend all department and staff meetings.
- Co-ordinate and manage work as a tutor and mentor.
- Contribute to the review, development and management of curriculum and assessment functions, including the Academy Improvement Plan and working towards individual academy and BEST aims.
- Improve and monitor the effectiveness of the BEST and academy's assessment policy.
- Ensure all pupil and student data is held centrally and is used effectively.
- Provide the data team and other staff with relevant information about teaching and tutor groups, to help their planning and ensure all staff have high expectations of pupils and students.
- Support teaching methods and programmes of work including schemes of learning, including EYFS, KS1, KS2 and KS3 for students with SEND.
- Participate in arrangements for training and continuing professional development.
- Contribute to the review, development and management of curriculum and assessment functions, including the School Improvement Plan and working towards individual academy and BEST aims.



### Specific and General Duties:

- Undertake a designated programme of teaching within our excellent KS2 and KS3 environment.
- Ensure a high quality learning experience for all students that will stimulate learning appropriate to pupil and student needs.
- Monitor the objectives and tasks identified within the School Improvement Plan and the BEST improvement plan.
- Liaise with colleagues in lower schools to ensure a smooth transfer of information.
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Write reports and provide data for the SENDCo and parents to inform them about pupils' and students' progress.
- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Interpreting comparative data regarding pupil and student performance and using this to differentiate and assess.
- Take responsibility for professional development, keeping abreast of subject developments and reviews, locally and nationally.
- Liaise with parents regarding their students progress and wellbeing.
- Contribute to the whole-academy and BEST ethos, with due regard to wider professional effectiveness.
- Teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere in accordance with the department assessment policy.
- Ensure that ICT, Literacy, Numeracy are reflected in the teaching/learning experience of students.
- To maintain discipline in accordance within BEST and individual Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

### Note

Whilst every effort has been made to explain the duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the BEST Principals to undertake work of a similar level that is not specified in this job description.



## PERSON SPECIFICATION

Attributes	Essential	Desirable
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>○ Relevant degree</li> <li>○ Teaching Qualification</li> <li>○ Evidence of Continual Professional Development</li> </ul>	SPLD Qualification
<b>Professional Experience</b>	<ul style="list-style-type: none"> <li>○ Teaching experience of SEND</li> <li>○ Understanding and application of strategies to raise standards across the ability range through the effective teaching and learning</li> <li>○ Sensitivity to the learning needs of all students</li> <li>○ Demonstrate understanding of using comparative data, together with information about the student's prior attainment to establish benchmarks and set targets for improvement</li> <li>○ Identify usage of current good practice in assessment techniques and the monitoring of pupil progress</li> <li>○ Successful teaching in KS2 or KS3</li> </ul>	
<b>Professional Knowledge, Skills &amp; Understanding</b>	<ul style="list-style-type: none"> <li>○ Demonstrate application of information and communication technology for development of learning and teaching in the subject</li> <li>○ Ability to inspire, enthuse and motivate students and staff</li> <li>○ Excellent classroom management to encourage positive behaviour</li> <li>○ Demonstrate creative problem solving and good communication skills</li> <li>○ Ability to work collaboratively or on own initiative</li> <li>○ Time management skills and a capacity for hard work and an ability to prioritise effectively with good administration skills</li> <li>○ The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities</li> <li>○ Enthusiasm and a good sense of humour</li> </ul>	



<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>○ Willingness to be flexible</li> <li>○ Willingness to undertake further training, including risk assessment and first aid.</li> <li>○ A commitment to equality principles and practices</li> <li>○ Willingness to take part in residential trips and visits</li> <li>○ Knowledge of relevant safeguarding/ child protection legislation and the best practice</li> <li>○ Value and respect the views and needs of young people</li> </ul>
<b>Other</b>	Enhanced DBS clearance

