

About the role

Wanted! Experienced primary, middle school or secondary teacher who really wants to make a difference to young persons lives.

MPS (Using the trusts higher than national payscales) + SEN allowance.

About the school

Brandles School is a dynamic, exciting and progressive secondary special school with an innovative and constantly evolving curriculum for boys with social, emotional and mental health related difficulties.

How do we value our staff?

The SLT recognise and support our dedicated staff including:

- Fully funded CPD opportunities that enhance knowledge and skills. Including QTS, and support for further study.
- Excellent ICT provision and support, with a full-time ICT technician on site.
- Free Medicash membership. This equates to cash back for various routine medical appointments such as eye tests, dentistry and physio etc. Easy access to doctors and prescriptions via online sessions or phone calls (Same day in most cases including evenings where you can ask for a specific time). Cash back on things such as glasses, as well as a range of discounts in many shops. Staff can opt to add family members and children whilst in full time study are included for free.
- Free use of a multi-gym
- Staff attendance reward scheme, with 100% attendance in a term resulting in vouchers towards additional days off.
- Open door policy from all members of SLT
- Supportive approaches to monitoring and observations
- Early finish on a Friday, with an hour of uninterrupted PPA for all teachers from 2pm.
- Most Fridays before holidays, staff are encouraged to leave at 1.30pm.
- Our own independent pay scale which is higher than national scales and has given generous increases to all staff.
- Policy of no emails after 5.30pm, before 7.30pm and at all during weekends and holidays.

- Class sizes are small, no more than 7 pupils.
- The small team of staff are a very close, supportive and friendly team.
- Almost all teaching groups have a teacher and teaching assistant to work with pupils.

Teachers invariably join our school from mainstream as they want to make a real difference and are tired of the pressures, or from other specialist schools. There is very little impact on home life for staff at Brandles School. are only 69 students, so marking is minimal for example. Report writing is not such a lengthy task compared to mainstream, and staff are encouraged to leave at 3.30pm provided that they are carrying out their roles to the expected high-quality level that our students deserve. It is a very rewarding place to work with an SLT that are exceptionally understanding of wellbeing and work life balance. We have a proud culture of “growing our own” with opportunities for staff at all levels to progress. We also fund courses to allow UQT’s to become qualified.

Why do we exist?

Brandles School is a safe, supportive and nurturing environment. Our enriching opportunities empower individuals to be aspirational and thrive in all aspects of life.

What are our core values?

We want to support our students in being *caring, respectful and ambitious* so that they can thrive. All of our students go on to further education or employment, despite a wide range of needs, and in some cases disadvantaged backgrounds and adverse childhood experiences. All staff find it a very rewarding place to work.

We joined Larwood Academy Trust in February 2020. This has meant we work closely with Larwood SEMH primary school (Who send us most of our pupils), for a seamless “through school” approach. We have a great deal of collaboration between the two schools.

We have a very bespoke curriculum which does follow some of the national curriculum, but teachers are encouraged to be flexible in approaches to engage students.

We wish to appoint a passionate, dedicated and determined teacher who can build excellent relationships with students. Immediate start date is available with September 2023 start date equally acceptable given the timing.

The role involves teaching a range of subjects to mostly Y7 students, with the potential for a specialism to develop over time. The idea is to teach a curriculum that blends from primary to secondary. Many of our students come in with very low academic and literacy levels. Phonics and literacy levels may be low, so primary experience could be useful although training will be provided. The role will feel much like that of a primary teacher, with Maths, English and humanities being taught to the same class of Y7 pupils, many with abilities below their chronological ages. The students will have PE, DT and other subjects with other staff, dependant on the specialisms of the successful applicant.

Our staff are given a great deal of freedom to use approaches that will engage students.

We need someone who:

- Has a passion for helping pupils with great challenges, but recognises that when students are presented with suitable support, they can thrive.
- A 'can do' attitude and being keen to create hands on learning experiences.
- Is willing to think in creative ways that help engage learners.

All of our pupils have Education Health Care Plans, but thrive in our nurturing and well structured environment. You will need to be resilient and ready for the challenges that we face with our pupils. However, you can be assured that your work will transform lives. We value our staff and being part of a cohesive team is essential for us, as we are a small and friendly school.

Our constant challenge is to review and alter our practice to ensure the very best outcomes for our pupils. We have a wide range of initiatives in place from bespoke intervention support, counselling, animal assisted therapy to an interactive thematic curriculum which engages and inspires our pupils. All staff are trained in the use of Hertfordshire Steps as a behaviour management system.

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We need the right person for our school and this role. Your attitude is the key driver, rather than your background and formal qualifications. If you do not have experience

of working in special needs, please note that this is not a disadvantage.

Larwood Academy Trust - Vision and Ambition.

Following its inception in February 2020, Larwood Academy Trust has set out to create an outstanding educational pathway for pupils with social, emotional and mental health related issues. Any pupil who joins the Trust (at any time) will experience teaching, support, care and experiences that allow them to flourish, and achieve way beyond what previous expectations may have been for them. They can take pride in their membership of such a journey. The Trust recognises the very challenging circumstances that many pupils are in when they arrive and via quality teaching, care and support, we are able to proudly say that we change lives.

Our structure is such that we can offer a pathway for special educational needs that can incorporate primary and secondary ages, a range of needs including autism, and a broad spectrum of provision that enables change, and re-engagement with education and success that has never been experienced before. We are able to succeed, where due to a range of issues, other placements have failed.

Overall, we aim to be the best type of this provision in the country.

Visits to the school are encouraged. Please contact Mrs Beverley Rogers on 01462 896351 to arrange an appointment with Mr Paul Smith, Head Teacher.

Brandles School is committed to safeguarding the welfare of its students and all staff are carefully vetted. Applicants must be willing to undergo child protection screening, including checks with past employers and DBS checks.

- Salary Agreed on appointment and relative to experience
- Employment type Full time

