



Recruitment pack

SEN Class Teacher

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Welcome from the Executive Principal

Thank you for showing an interest in working at Denewood Academy.

The Academy offers full-time education for permanently excluded young people aged between 7-14 years old from mainstream schools. Our unique school is centred around reigniting the love of learning and relational practice. Through a carefully selected programme of high-quality education and experiences, we help shape each pupil's journey and support them in creating their individual success stories. We offer outstanding teaching and learning and exceptional personal support in an inclusive, child-focused environment. We are dedicated to helping children succeed in and out of the classroom.

Using the 5 C's model, we support our pupils to develop a positive **character**; better preparing them for life-long learning and good choices. We ensure pupils leave with **confidence** and a **curiosity** to develop new skills and we encourage pupils to use their **creativity** to deal with new **challenge**. We are determined in our ambition to create an educational and social experience that meets our learners' academic and emotional needs. We achieve this within a caring, supportive, trauma-informed and structured environment.

The impact this school has on the lives of our pupils, together with the passion and dedication of our staff, makes me proud to be the Executive Principal at Denewood Academy.

Ms Elizabeth Browne
Executive Principal

Welcome from the Head of School

Our school is dedicated to supporting every pupil, fostering a culture of respect, achievement, and personal growth. Our intervention-led approach is tailored to meet the unique needs of each pupil. By providing individualised support through specialised programs and targeted interventions, we ensure that all pupils have the opportunity to succeed academically and thrive emotionally and socially.

Our dedicated staff is the heart of our school. They bring experience, compassion, and a genuine commitment to creating a safe and supportive environment where every pupil feels valued and understood. Their expertise helps our pupils gain the confidence and skills they need to overcome challenges and succeed.

We believe in strong partnerships with parents, carers, and the community to support our pupils' development. Together, we can help our pupils build resilience and embrace opportunities for a brighter future.

Mr Mark Clifford
Head of School

POST	SEN CLASS TEACHER
Reports to	Principal/Assistant Principals
Salary range	Main pay range (M1-M6/ UPS)
Contract type	Fixed Term until 31/08/2026

The role in a nutshell

As a teacher at Denewood Academy, you will have the opportunity to be a mentor and a role model for children who need the guidance and support which your qualifications and experience will bring to the role.

Classroom assistants and teachers are now learning how to collaborate with our children to secure the very best outcomes they deserve - by creating beautiful and important work that they can share with peers and their families.

Suppose nothing makes you happier and more fulfilled than seeing children discover their passion, experience success in learning, or come to understand the importance of perseverance? In-which case, this opportunity at Denewood Academy is for you. Teaching here, you will bring your deep love of learning, and pass on knowledge and passion to our children every day.

General duties and responsibilities

Job Purpose	<ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and adapted curriculum for pupils and to support a designated curriculum area as appropriate To monitor and support the overall progress and development of pupils as a teacher To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential To contribute to raising standards of pupil attainment To share and support the school's responsibility to provide and monitor opportunities for personal growth and enjoyment
To whom the post holder reports to	<p>The post holder is responsible to:</p> <ul style="list-style-type: none"> The Principal/Senior Leadership Team in all matters The post holder is also expected to interact on a professional level with colleagues in order to promote a mutual understanding of the school curriculum with the aim of improving teaching and learning across the school/college.

<p>Duties and responsibilities specific to the post</p>	<p>Professional Duties</p> <ul style="list-style-type: none"> • To plan, prepare and teach the Curriculum in line with statutory requirements and the school's curriculum/programmes of study, ensuring teaching of the highest standard • To create a stimulating, organised, interactive and informative learning environment that encourages each child to achieve their potential • To engage in enquiry-based learning as part of the school's approach to strategic improvement in order to maintain and develop a teaching and learning environment of the highest standard • To work co-operatively as part of a team, including planning work for support staff • To monitor and assess pupils' work, using these assessments to inform planning and set targets that promote continuity and progression • To ensure the individual needs of the pupils are met through adapted work, aiming for the highest standards to be achieved by all • To work in partnership with parents and other members of staff to promote the wellbeing and educational progress of each pupil • To follow school policies under the direction of the Principal • To maintain good order and discipline within the class in line with the school's behaviour policy • To actively take part in professional development, sharing expertise and experiences as required • To actively extend own professional learning via collaborative research, attendance at INSET, and reading/research to keep abreast of new developments • Work alongside other members of staff to review and innovate the curriculum • To follow guidance and support from members of the senior and middle leadership teams in relation to utilising opportunities for further career development
<p>Duties and responsibilities specific to working with children at Denewood</p>	<ul style="list-style-type: none"> • involves a substantial element of working directly with children with SEMH needs • requires the exercise of a teacher's professional skills and judgement in the teaching of children with SEN; • Recording and evaluating SEMH progress using the THRIVE approach
<p>General duties and responsibilities</p>	<p>To work within the framework of national legislation and in accordance with the provisions of the School Teachers Pay and Conditions Document. In addition the post is subject to compliance with:</p> <ul style="list-style-type: none"> • Trust/School policies and guidelines on the curriculum and school organisation • National Professional Standards for Teachers • The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of employment • Common core of skills and knowledge for the children's workforce • All teachers have a responsibility for providing and safeguarding the welfare of children and young people that they are responsible for or come into contact with

All staff are expected to maintain high standards of customer care in the context of the Trust's Core Values, to uphold the Equality and Diversity Policy and health and safety standards and to participate in training activities necessary to their post.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer. The responsibility level of any other duties should not exceed those outlined above.

Person Specification

	You should be able to demonstrate that you meet the following criteria	Measured by: A – Application Form B – Interview C - References
Knowledge and Qualifications	<ul style="list-style-type: none"> • Graduated with Qualified Teacher Status • Has knowledge of primary or a specialist secondary curriculum. • Knowledge and understanding of educating pupils with special educational needs. 	A A A
Experience	<ul style="list-style-type: none"> • Experience of working with pupils with special educational needs • Experience of teaching primary or secondary aged pupils • Experience of working with vulnerable pupils families. 	AC ABC AB
Personal characteristics	<ul style="list-style-type: none"> • Conviction that all pupils can succeed and a commitment to securing the highest achievement for all. • A passion for working with pupils with special educational needs. • Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work. • A commitment to safety and safeguarding of pupils. • Show total commitment to the Academy’s wide community. 	ABC BC BC ABC ABC

Why the Academy needs this role

This fantastic opportunity has become available as the Academy continues to drive its core ambition to offer an excellent education to all children.

You will help children learn and develop the skills and character required to foster confidence, curiosity, creativity and empathy. We believe that with these values, they will progress with the spirit and skills necessary to embrace life’s challenges.

The opportunity

This role is a rare opportunity to combine creativity, intellectual challenge, and fun to light a flame of passion in our children's lives.

You will be supported by an incredibly focused staff team and a leadership group that are relentless in their pursuit of excellence. Together, we exhaust all methods possible to make an optimum learning environment for our children.

The wider school community supports Denewood Academy. These partnerships are quickly secured in our community when you share your passion for learning, exploring, asking questions, and coming up with new and better solutions to problems. The successful candidate will become an essential part of the daily interactions with parents and community members as you build positive lasting relationships that help inspire children in your care and shape their future interests.

Through your kindness and empathy, your class will know you are there to pick them up as they are stretched and challenged through our curriculum.

The Academy

Denewood Academy is a specialist pupil referral unit in Nottingham providing education for pupils from seven to fourteen years who received a permanent exclusion from a mainstream setting due to behaviour concerns. Pupils are referred to the school by the local authority.

Denewood Academy is a Good school (Ofsted. February 2020)

- “Pupils like attending this welcoming and friendly school. “
- “Leaders create a calm place of safety where pupils, previously ‘switched off’ from education, are now learning. “
- “Staff help pupils to overcome challenges and focus on their educational goals”





The candidate

The ideal candidate will be:

- Passionate about complex children and committed to meeting their personal needs.
- Committed to school improvement and raising levels of pupil achievement
- A reflective practitioner with the ability to plan strategically
- Someone who can demonstrate excellent organisational, communication and inter-personal skills with colleagues and parents/carers
- will share and support the school's ethos, and have energy and commitment to all aspects of school life
- Focused on high expectations of learning and behaviour
- Committed to inclusion, and have a caring and adaptable approach in supporting children of all abilities
- A good team player and committed to the wider life of school
- A suitably qualified teacher, ideally with experience of special educational needs

We welcome applications from everyone who believe they meet the expectations of the role regardless of age, gender, ethnicity, sexual orientation, faith or disability. In order to ensure that our staff composition is representative of the communities we serve, applications from groups who are currently under-represented in education including people with disabilities and people from minority ethnic backgrounds are particularly encouraged.

About your benefits.

About your benefits

The position attracts an excellent remuneration package including a competitive salary, pension, and health-assured programme of support. Participation in annual training and development is expected and training bursaries are available on request.

About the application process

If you meet the criteria and you are enthusiastic about the role, we would welcome your application. To complete the application, you would need the following document(s):

1. A maximum of 2 A4 sides, outlining how you feel you meet the role and why you believe you can make a difference to children and young people educated.
2. Completed application form and associated documents through the portal which can be found at <https://www.raleightrust.org/work-with-us/current-vacancies/>

If you would like an informal discussion with the Head of School, please contact Mark Clifford on: Mark.Clifford@Denewood.raleightrust.org

Only candidates requested for interview will be contacted. If you are not invited, we thank you for your interest in this exciting post with the Trust.

Raleigh Education Trust is obliged by law to operate a checking procedure, through the Disclosure and Barring Service, for employees who have substantial access to children and young people.

It is an offence to apply for a position within a school or trust if you are barred from engaging in regulated activity relevant to children.

Address and contact details



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Denewood Academy is a sponsored Academy within the Raleigh Education Trust.

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W: www.raleightrust.org