

Personal message about the Primary-Trained Teacher position

Hello, and thank you for showing an interest in this position, which has arisen due to promotion abroad. I would like to tell you a bit more about the school and the kind of person we are looking for:

- We have found that our students, especially in Years 7 and 8, really benefit from having teachers who teach more than one subject, so they have fewer teachers overall who get to know them better. This also helps with being a form tutor overseeing their personal development as well as their learning.
- Although our students are secondary age, they are working well within primary expectations of attainment in English and Maths (Y1-3 typically), though many have talents in other areas of the curriculum, especially practical subjects.
- To put it another way, you'd probably find students with similar needs to ours in every mainstream primary school, but ours have been lucky enough to get a place here in Year 7.
- We need another skilled primary teacher to join our staff; you won't be alone!
- There is the possibility of a TLR3 with this position, but we'd need to establish at interview why we need it
- Our students are terrific: all have well-documented difficulties, but also untapped strengths and talents
- We've been judged as 'outstanding' four times by Ofsted, most recently in July 2018, which inspected our relatively new sixth form for the first time. (It's fair to say they were impressed!)
- However highly we've been judged, we can't stand complacency and are focused on continual improvement. This advertised position is crucial to the students, as it aims to give them the best possible start in the school
- We are a National Support School and among the first special schools in the country to receive the World Class Schools Quality Mark. Our vision aims even higher: 'Achievement for all in a unique world-class school'.
- We take all that stuff in our School Development Plan very seriously: Visible Learning (John Hattie), Preparing for Adulthood (PfA) and Wellbeing (Student and staff)
- We intend to be the best in the world at what we do; to achieve this we need staff who are already very good and also intend to be the best at what they do by being 'open to learning' (Viviane Robinson)
- We have been involved in a long-term CPD programme linked to John Hattie's 'Visible Learning' meta-research, so we need someone that can lead strongly, evaluate the impact of our strategies when deciding whether to park, develop or share them, and is open to learning themselves.
- Whatever their starting points, all of our students achieve high-quality accredited outcomes at Key Stages 4 & 5.
- Many people tend to stay because their job is rewarding but remains challenging (I'm in my 26th year here), though some do relocate, retire or get promoted elsewhere (hence this vacancy)
- The work is never easy, and nor should it be, because our students deserve the very best from us
- The best indicator for future success is whether someone is performing well in their current role, including the challenging parts of it (which usually involve other people!)
- If you are open to learning and change, and if your values and skills chime with us, you will love it here
- We're not looking for clones or mavericks, but real leadership and team-playing. This means a willingness to learn from others as well as working collegiately to making improvements in our teaching practice
- We need someone who will not just develop what we already have but be able to help lead us into new territory.
- I would welcome greater diversity in all areas of staffing to more closely reflect the community we serve.


This probably isn't the job for you if

- You don't like moving out of your comfort zone, learning, or working hard
- You're looking for a way out of your current situation rather than a way forward
- Your values are different than the school's
- You are uncomfortable receiving and providing both support and challenge in order to improve

We will not consider applicants who have not taken the trouble to find out about the school and/or send in 'generic' supporting statements or CVs. For safeguarding purposes, one of your referees **MUST** be your current or most recent Headteacher (or equivalent) and we will ask for that reference in advance of interview.

Hope to hear from you soon!

Kind regards

A handwritten signature in dark ink, reading "Kevin McDonnell". The signature is written in a cursive, slightly slanted style.

Headteacher