



Teacher in the Integrated Resource

Contract Type	1.0 FTE	Start Date	Sept 2024
Contract Term	Permanent	Closing Date	Monday 15 April 2024
Salary	Teachers' Pay Scale	Location	Glen Road, S7 1RB

The School

Nether Edge School is an over-subscribed, two-form entry, multi-cultural primary and nursery school firmly rooted in its community. We have approximately 450 pupils and a dedicated, diverse staff.

We are proud to be a member of Mercia Learning Trust, enjoying the benefits of a successful and expanding multi-academy trust.

Nether Edge Primary is an exceptional school with high expectations of all children and staff. It is a warm, welcoming environment where both pupils and adults feel happy and secure. If you're seeking a school community where pupils are polite, respectful, and leaders are committed to the continuous improvement of the team, we look forward to your application.

The Integrated Resource

Nether Edge Primary are delighted to be opening a groundbreaking integrated resource at the heart of our school, designed to cater to the diverse needs of our students. Backed by unwavering support from parents, governors, and the wider community, this provision is set to address the requirements of some of our most complex children.

In collaboration with a dedicated team of support staff, led by an experienced SENCO and SLT, this resource comprises three distinct indoor spaces and an outdoor area equipped with its own amenities, facilitating a dynamic response to individual needs and curriculum development.

With a primary focus on communication and interaction, particularly social communication, the resource will accommodate 15 children, many of whom rely on pre-verbal strategies for communication. Additionally, it provides vital support for children with intricate sensory needs, offering ongoing continuing professional development (CPD) opportunities for staff.

Working in tandem with both locally provided and externally sourced professionals, this integrated resource embodies our commitment to fostering an inclusive and supportive learning environment for all our students.



The Role

As a teacher within the Integrated Resource, you will play a pivotal role in shaping its development and aligning efforts with the school's vision and values.

Working closely with parents and colleagues, you will ensure that every child receives the tailored education they require and deserve. Within the broader educational Trust, your involvement extends to curriculum development across multiple schools, fostering a supportive and innovative environment focused on meeting the diverse needs of children with SEND.

This commitment is underpinned by a strong sense of community, with a priority placed on staff well-being and work-life balance. Together, you create a unique and sector-leading educational experience, driven by a shared dedication to excellence.

To find out more about this unique opportunity please watch [this video](#) from the team.

The Candidate

The right candidate will have resilience, flexibility, and a commitment to excellence. They will have a real passion for working with children who require a bespoke offer, recognising small steps of progress and celebrating all achievements. They will support children to work towards becoming independent adults and will be relentless in supporting children to make the small steps of progress that the children need on their individual developmental journeys. They will work in partnership with parents and professionals and will be supported in the role by a committed SENCO, Headteacher and the wider Trust.

This is a rare and exciting opportunity. Visits to the school are strongly recommended before applying for the role.

Visit our School

We would be delighted to host visits for prospective candidate's week commencing 25 March 2024. To schedule a visit, please contact us at recruitment@merciatrust.co.uk, specifying your preferred date, and we will promptly allocate you a time slot. We look forward to welcoming you to our school.



JOB DESCRIPTION

Post Title:	Teacher – In the Integrated Resource *This post is a designated customer facing role under the fluency duty and requires a specified level of spoken English in the person specification
Grade:	Teachers’ Pay Scales
Hours/Weeks:	1.0FTE
Responsible to:	Headteacher
Responsible for:	N/A

The post holder must at all times carry out his/her responsibilities within the spirit of Mercia Learning Trust and School policies and within the legislative framework applicable to academies.

PURPOSE OF THE POST

- To teach designated pupils and undertake associated pastoral and administrative duties as well as other general responsibilities, having full regard for the school’s ethos, aims and policies.
- To undertake tasks related to the development of the integrated resource

EMPLOYMENT DUTIES

- To be performed in accordance with the provisions of the School Teachers’ Pay and Conditions document and within the range of teachers’ duties set out in that document (Part XII of the ‘Teachers Pay and Conditions Document’).

KEY RESPONSIBILITIES

- To pursue the aims of the school in a positive manner and promote the agreed ethos.
- To work co-operatively within a whole staff team, and within the year/teaching and learning group to achieve continuous improvement with constant regard to quality in both learning and teaching.
- To teach pupils according to their individual needs, including the planning and assessment of work in line with agreed policies of the school
- To monitor and assess children’s progress and report to parents.
- To implement and maintain the school’s policy on discipline and behaviour.
- To support the school’s endeavours to meet the needs of its community.



- Participate in the school's performance management process.
- To promote and monitor the organisation of the learning and teaching through a particular subject throughout the school.

CLASS TEACHER DUTIES

- To plan programmes of work for pupils in co-operation with teaching colleagues within the team in order to ensure that all children are taught by members of that team experience similar learning opportunities.
- To undertake tasks related to the development of a curriculum area within the Integrated Resource
- To plan work matched to the individual needs of children and within the school's agreed policy and schemes of work.
- To produce written records of such planning in accordance with school policy
- To assess and record pupil's achievements and progress within the statutory requirements and school's assessment policy and report to parents.
- To contribute to meetings, discussions and management systems necessary to ensure the coordination of the work of the school as a whole.
- To ensure that the Integrated Resource is kept tidy and attractive, with children's resources readily available for them to find independently.
- To contribute to the ideas within and the implementation of the School Improvement Plan
- To supervise the use of support staff relevant to the class
- To contribute to the provision of a safe and secure learning environment.

WORKING ENVIRONMENT AND CONDITIONS OF THE POST

- The post may be required to travel and work within any school in the Mercia Learning Trust

GENERAL DUTIES

- To contribute to whole school events as and when required
- To ensure accurate records are securely maintained and held in accordance with General Data Protection Regulations (GDPR)/Data Protection Act 2018
- Be aware of and support diversity, ensuring equal opportunities for all
- Develop professional, constructive relationships with other agencies, schools and professionals
- Participate in meetings, training and performance development as necessary
- Recognise own strengths and areas of expertise using these to advise and support others
- Be willing to undertake training and professional development as required of the post



- Any other duties and responsibilities appropriate to the grade and role

PROMOTION OF TRUST VALUES

- To contribute to the overall development of Mercia Learning Trust to ensure the Trust operates on the basis of shared and collective responsibility
- To contribute to the overall ethos, work and aims of Mercia Learning Trust
- To support and contribute to the Trust's commitment to safeguarding all students. All schools in the Mercia Learning Trust are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees are expected to share this commitment.
- To contribute to trust partnership activities to drive school and trust improvement
- To be aware of the school's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times
- To be aware of and comply with the codes of conduct, regulations and policies of the School and its commitment to equal opportunities
- All the above duties and responsibilities to be carried out in accordance with policies adopted by the School Governing Body and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Issue Date: March 2024



PERSON SPECIFICATION

Post Title:	Teacher – In the Integrated Resource
Grade:	Teachers’ Pay Scales
Hours/Weeks:	1.0FTE
Responsible to:	Headteacher
Responsible for:	N/A

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications/ Training	<p>Qualified Teacher status Teaching degree or equivalent (BA, BEd, PGCE etc.) Evidence of continuous INSET and commitment to further professional development</p>	Evidence of further educational study or qualification
Experience	<p>An up-to-date and working knowledge of the National Curriculum.</p> <p>Knowledge of appropriate resources and strategies which support outstanding teaching and learning opportunities.</p> <p>Good knowledge and understanding of learning and teaching</p> <p>Working knowledge and experience of Assessment for Learning; and assessing without levels</p> <p>Excellent subject knowledge</p> <p>Excellent management skills</p>	<p>Experience of intervention processes to raise achievement.</p> <p>Interest in or experience of leading a subject area.</p> <p>Experience of working in a larger school</p>



<p>Knowledge/Skills (Ability to)</p>	<p>The ability to communicate clearly and take into account, where appropriate, the views of others</p> <p>Excellent personal organisational skills</p> <p>A flair for teaching and the ability to contribute and work as a member of a strong team.</p> <p>An inspirational, committed and highly effective practitioner who is dedicated to achieving the best outcomes for each individual child.</p> <p>Effectively communicate orally and in writing to a range of audiences</p> <p>Maintain a calm level of professionalism at all times.</p> <p>Effectively fulfil and be willing to develop further the expectations of the Teachers Standards.</p> <p>An ability to create a warm, positive and motivating learning experience for children.</p> <p>A commitment to raising attainment</p>	<p>Knowledge of using a range of assessment tools.</p> <p>Good time management skills</p> <p>Enthusiasm and willingness to contribute to and participate in the wider context of school life.</p>
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Personal Qualities	<p>Energy and enthusiasm</p> <p>Reliability and integrity</p> <p>Sense of Humour</p> <p>Excellent record of health, punctuality and attendance</p> <p>A commitment to the ethos of the school</p> <p>Commitment to your continuing professional development</p>	Adaptability to changing circumstances & ideas
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HOW TO APPLY

All candidates must complete the following application process.

- All applicants must submit an application form via <https://www.eteach.com/careers/merciatrust>
- We do not accept CVs or Council Forms.

After your application has been submitted:

- In all cases written references will be taken up and made available to interviewers BEFORE the final selection stage.
- All applications that have been submitted via this link will receive an email confirming receipt.
- An email and/or letter will be sent to shortlisted candidates with details of the interview process.
- If you have not heard from us within 2 weeks of the closing date, please assume that on this occasion, your application has been unsuccessful.

Further information:

- Take a look at www.merciatrust.co.uk/careers for more on what it's like working for the trust, what we offer you, and what we're looking for.
- Should you require any additional information about the role or the school, or would like an informal discussion or out of hours visit, please contact us on 0114 235 3855 or dparry@ecgbert.sheffield.sch.uk
- For more information about the application process, please email recruitment@merciatrust.co.uk.

The closing date for applications is **Monday 15 April 2024**

Interviews are expected to take place week commencing **WC 22 April 2024**



The small print

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. If you are shortlisted, your suitability to work with children will be explored, and this will include disclosing convictions. The information you disclose may be discussed with you during the interview.

The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

In accordance with DfE Keeping Children Safe in Education 2022, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

We are an Equal Opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity. Please indicate whether there are any reasonable adjustments or access requirements you would need to help you to attend an interview. If you wish to discuss your requirements prior to submitting your form, please contact the Recruitment Team on 0114 349 4230. Alternatively, please give details on a separate sheet and return with your application form.