



**Job description and  
personal specification.  
Classroom Teacher  
Mowbray School Ripon**



Headteacher: Rachel Hargreaves BA MSC NPQEL

Masham Road  
Bedale  
DL8 2SD



**Mowbray School**

North Yorkshire County Council

Harrogate Road  
Ripon  
HG4 1SU

Tel: 01677 422446

Email: [admin@mowbrayschool.co.uk](mailto:admin@mowbrayschool.co.uk)



Dear Applicant,

Thank you for your interest in our post of **Classroom Teacher** which offers the successful candidate the opportunity to work within our wonderful school at our Ripon Site.

To assist with your application and give you further background information on this important role, please see the below job description and personal spec. You may also wish to visit our school site or alternatively please take a look at the school website at: <https://mowbrayschool.co.uk/>

We are looking for a SEN Teacher experienced in teaching across the primary curriculum and who shares our vision in 'providing the best education for all our children so that when they leave our school they have the skills, knowledge and aspirations to lead fulfilling lives as adults.' You will contribute to our school ethos of S.U.R.E - Achieving Success through Understanding, Respect and Endeavour.

Through your knowledge and passion, you will have a real impact on the lives of our young people. Taking responsibility for their learning, you will motivate them, inspire them and help them develop the skills they need for an incredible future.

As a dynamic and motivated specialist teacher, you already have a drive to make a difference in the lives of children and young people. In this role, you will have every opportunity to live up to this ambition, responding to the needs of individuals with autism, learning difficulties and complex needs, helping them flourish and thrive.

You will plan and deliver engaging learning on a daily basis, developing exciting and innovative methods that stimulate interest and excitement in the classroom.

Mowbray School is applying to academise and join Ascent Academies' Trust, a specialist Multi Academy Trust across the North.

Your work will be challenging and rewarding in equal measure and you will be working in a school where we maintain a strong safeguarding culture, where pupils are listened to, respected and involved in as many decisions as possible.

Please send your completed application form to our HR Officer Sarah Jones at [sarah.jones@mowbrayschool.co.uk](mailto:sarah.jones@mowbrayschool.co.uk) before 9.00am Thursday 16<sup>th</sup> May 2024. Interviews will take place on Wednesday 22<sup>nd</sup> May 2024.

Once again, thank you for your interest in this position and we look forward to hearing from you soon.

Yours sincerely

Rachel Hargreaves - Executive Headteacher

## Mowbray School Classroom Teacher MPS + 1 SEN point

*Our Mission: We provide the best education for all our children so that when they leave our school they have the skills, knowledge and aspirations to lead fulfilling lives as adults.*

### Job Description

#### General duties & teaching responsibilities

- You will demonstrate good or outstanding performance against the national teaching standards
- Responsible for attainment and progress in curriculum subjects taught at Mowbray School, in line with agreed targets
- Help to create and manage a positive, caring, supportive, purposeful and stimulating environment which is conducive to children's learning
- Plan and prepare lessons in order to deliver the curriculum, ensuring effective breadth and balance including pupils' EHCP targets
- Identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations
- Teach lessons that are creative, engaging and inspiring for the pupils, that enables them to progress from their starting points.
- Organise and manage groups or individual students, ensuring differentiation of learning needs, reflecting all abilities
- Ensure lessons are catered to the needs of all students, including personalised educational health care targets and adoptive teaching strategies to enable all pupils to progress.
- Identify and adopt the most effective approaches for students with a wide variety of different needs
- Implement the school's Teaching and Learning, Marking and Feedback policy and procedures
- Help to maintain a safe orderly environment and discipline among the students, safeguarding their health and safety
- To be accountable for pupil progress and development within teaching groups against targets set
- Accurately track and monitor the progress and achievements of pupils within teaching groups and provide feedback to enable them to progress at least in line with expectations
- Communicate and consult with parents and outside agencies over all aspects of their child's education – academic, social and emotional. Attend parent/carer meetings
- Ensure effective use of support staff during lessons
- Ensure that classroom/resources are well organised, tidy and that displays are educational and celebratory of pupils' achievements
- Plan opportunities to develop the social, moral, emotional and cultural aspects of students' learning
- Responsible for effective classroom management and pupil welfare including the logging and recording of incidents
- To take part in trips and residential visits as required
- Participate in staff meetings and deliver presentations and training as required
- Demonstrate the career based expectations commensurate to the role.
- Undertake break and lunch duties as required

<b>Strategic responsibilities</b>	<ul style="list-style-type: none"> <li>• Work as a member of the Mowbray team and contribute positively to effective working</li> <li>• Contribute to targets for raising the achievement of students.</li> <li>• Have an outward facing approach and be willing to network with schools, colleges and other organisations to provide innovative opportunities for students</li> <li>• Act as a role model to others, demonstrating high standards of professionalism in all aspects of practice</li> <li>• Promote actively the school's Vision, Values and policies to students, staff and other members of the school community</li> <li>• Play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example</li> <li>• Contribute to whole school and wider community development</li> <li>• Implement whole school policy and practice</li> <li>• Attend department and wider school meetings</li> </ul>
<b>Other specific duties/ requirements</b>	<ul style="list-style-type: none"> <li>• Participate in professional development and keep abreast of developments and future initiatives in the field of teaching</li> <li>• Take part in wider staff training and development, for example in key areas such as safeguarding</li> <li>• Engage actively in the Performance Management Review process</li> <li>• To be reflective and to continually strive for self-improvement</li> <li>• Comply with and enforce all policies and regulations relating to Child Protection and Safeguarding</li> <li>• To comply with the school's Health and Safety Policy and undertake risk assessments where required</li> <li>• Understand and comply with data protection regulations</li> <li>• Adhere to the school's Staff Code of Conduct and dress code</li> <li>• Work across the Provision and in other areas of the school as required</li> <li>• Undertake any other duties as reasonably requested by the Headteacher</li> <li>• Satisfactory references and an enhanced DBS are required</li> </ul>

## Mowbray School Classroom Teacher MPS + 1 SEN point

*Our Mission: We provide the best education for all our children so that when they leave our school they have the skills, knowledge and aspirations to lead fulfilling lives as adults.*

### Person Specification

CRITERIA		Essential/ Desirable		Assessed by: Application Form/Supporting statement /Interview		
		E	D	AF	S	I
<b>EDUCATION AND QUALIFICATIONS</b>						
1.	Degree or PGCE	✓		✓		
2.	Qualified Teacher Status (QTS or QTLS)	✓		✓		
3.	Evidence of recent and relevant training and development	✓		✓		
4.	Record of continuous professional development		✓	✓		
<b>PROFESSIONAL KNOWLEDGE, EXPERIENCE, SKILLS AND ABILITIES</b>						
5.	Evidence of high expectations which inspire, motivate and challenge every student	✓			✓	✓
6.	Evidence of excellent teaching resulting in outstanding student outcomes	✓		✓	✓	✓
7.	Consistently plan and deliver well-structured sequences of lessons that enable all learners to make good progress	✓		✓	✓	✓
8.	Demonstration of in-depth curriculum knowledge and SEND T&L strategies (EYFS/primary)	✓		✓	✓	✓
9.	In-depth knowledge and understanding of SEND and wider educational agenda including current national policies and educational issues	✓			✓	✓
10.	Ability to teach English and Maths across a range of abilities within the EYFS/primary curriculum	✓			✓	✓
11.	Experience of teaching across a range of Key Stages		✓	✓	✓	✓

CRITERIA		Essential/ Desirable		Assessed by: Application Form/Supporting statement /Interview		
		E	D	AF	S	I
12.	Experience of teaching the primary curriculum (EYFS/Primary)	✓		✓	✓	✓
13.	Knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	✓			✓	✓
14.	Knowledge and understanding of Health & Safety legislation and how it applies to teaching	✓			✓	✓
15.	Confident in the use of ICT to support learning	✓			✓	✓
16.	Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing	✓			✓	✓
17.	Ability to form excellent working relationships with staff, students, parents and external partners	✓			✓	✓
18.	A commitment to and evidence of promoting inclusion, diversity and equal opportunities within the curriculum	✓			✓	✓
19.	Proven ability to plan strategically with the expertise to deliver and to communicate compellingly the School's vision	✓			✓	✓
20.	Be a visible high-profile role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and wider community	✓				✓
<b>STUDENT PROGRESS AND DEVELOPMENT</b>						
21.	A passion for outstanding teaching coupled with the ability to lead and motivate colleagues to improve classroom effectiveness and raise achievement	✓			✓	✓
22.	Successful experience of positive behaviour management and developing a safe, student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	✓			✓	✓
23.	Successful experience of curriculum development for students with SEND	✓			✓	✓

CRITERIA		Essential/ Desirable		Assessed by: Application Form/Supporting statement /Interview		
		E	D	AF	S	I
24.	Knowledge and understanding of the varying needs and abilities of students with SEND, particularly those on the Autistic Spectrum and with communication needs	✓		✓	✓	✓
25.	A passion and commitment to providing a holistic approach to student development	✓			✓	✓
26.	Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of students	✓			✓	✓
27.	Evidence of achieving a safe, secure and healthy school environment	✓			✓	✓
28.	Willingness to be involved in the wider life of the school community	✓			✓	✓
29.	An understanding that teachers are expected to work across the Provision and in other areas of the school as required	✓				✓
30.	Demonstrate the importance of a work life balance	✓			✓	✓

**SPECIALIST (SEND) CLASSROOM TEACHER – RIPON SITE  
MAIN PAY SCALE - + SEN ALLOWANCE**

Full Time Permanent contract required as soon as possible.  
The pay grade for this post is within the Teachers Main Pay Scale.

*Our Mission: We provide the best education for all our children so that when they leave our school they have the skills, knowledge and aspirations to lead fulfilling lives as adults.*

Mowbray Special School is based over 2 sites. The main school is situated in Bedale and caters for children aged 3 to 16. The Satellite School is in Ripon and provides an education for children aged 3 to 11. We currently have over 300 pupils on role across both sites and are the largest special school in North Yorkshire.

We are looking for a SEN Teacher experienced in teaching at the Early Years/ primary range and who shares our vision ‘providing the best education for all our children so that when they leave our school they have the skills, knowledge and aspirations to lead fulfilling lives as adults.’

Through your knowledge and passion, you will have a real impact on the lives of our young people. Taking responsibility for their learning, you will motivate them, inspire them and help them develop the skills they need for an incredible future.

As a dynamic and motivated specialist teacher, you already have a drive to make a difference in the lives of children and young people. In this role, you will have every

opportunity to live up to this ambition, responding to the needs of individuals with autism, learning difficulties and complex needs, helping them flourish and thrive.

You will plan and deliver engaging learning on a daily basis, developing exciting and innovative methods that stimulate interest and excitement in the classroom.

Your work will be challenging and rewarding in equal measure and you will be working in a school where we maintain a strong safeguarding culture, where pupils are listened to, respected and involved in as many decisions as possible.

We are looking for a teacher with:

- Knowledge of SEN Code of Practice
- Experience with use of assessment data in particular assessments of SEN
- Strategies for raising achievement of pupils with SEN – particularly those with Communication and Interaction, Cognition and Learning and Sensory needs
- Commitment to Safeguarding
- Commitment to working collaboratively as part of a team
- Commitment to raising attainment for all
- Commitment to actively promoting inclusion

We can offer you

- An additional SEN allowance of on top of the normal Teacher Salary
- A chance to work in a dedicated and supportive team
- Training and experience in a variety of areas
- A confidential counselling, help and information service available free of charge 24 hours a day, every day of the year
- Wide range of opportunities for Staff CPD
- Supportive Governing body and experienced Leadership Team
- A creative and inspiring curriculum

Interested candidates are encouraged to download the attached application pack for more information and visit the school for a tour and a chat. To make an appointment please phone the school office: 01677 422446 select the option for reception.

Please take some time to read our application pack and completed applications can be emailed to our HR Officer [sarah.jones@mowbrayschool.co.uk](mailto:sarah.jones@mowbrayschool.co.uk) before 9.00am on Thursday 16<sup>th</sup> May 2024. Please note that an online search may be undertaken on applicants regarding information held in the public domain as to your suitability to work with children.

Mowbray school is committed to safeguarding children and promoting the welfare of the children and young people and adults. As such this post is subject to an enhanced disclosure from the Disclosure and Barring Service (DBS).

NYCC are committed to directly recruiting staff and will not accept applications nor services from agency suppliers in respect of our vacancies. We are committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity.