




The **GALLERY TRUST**



A community of special schools



Bloxham Grove
ACADEMY

Teacher

Candidate Information Pack

January 2024



Bloxham Grove
ACADEMY

Thank you for your interest in the post of teacher at Bloxham Grove Academy. I am delighted that you are considering joining us at this very exciting time in the opening stages of our new academy.

Bloxham Grove Academy is a brand-new special free school which is currently under construction in Bloxham, North Oxfordshire, and will open in January 2024. Our new building will have first-class facilities in a rural location. Both the building and the academy's vast outdoor space give us many opportunities to learn in state-of-the-art facilities and in the local countryside. This will create a very special environment for our community to use and enjoy.

The academy will provide exemplary education and care for students with Cognition and Learning needs, Autism Spectrum Condition, and Social, Emotional and Mental Health needs. By year 4 of its opening, Bloxham Grove will have 100 students on roll between the ages of 7 to 18 and we will be delivering exceptional learning experiences to students across the Key Stages 2, 3, 4 and 5.

We will be moving into our new building in January 2024 with 55 students, 22 of which will transfer from our pre-opening cohort who are being educated in Trust schools from September 2023. We are looking to recruit a number of inspirational teachers who will contribute to the growth and development of our innovative, forward thinking and exciting curriculum, working alongside our experienced and skilled support staff.

This is a truly exciting opportunity for talented and enthusiastic teachers to join the inaugural staff team at Bloxham Grove Academy. If you would like to develop and shape the culture and ethos of the new school, contribute to the creation of our curriculum, and welcome students to our brand-new purpose-built building, then we would love to receive your application.

I look forward to hearing from you.



Charlotte Roberts
Head Teacher

Teacher
Bloxham Grove Academy
Full Time Permanent
Plus full time temporary maternity cover to commence in January 2024
Salary: TMS/UPS plus SEN allowance

Start date: January 2024

If you are an inspirational teacher looking to contribute to the growth and development of our innovative, forward thinking and exciting curriculum within our brand new school, then we would love to receive your application.

This is a truly exciting opportunity for talented and enthusiastic teachers to join the inaugural staff team at Bloxham Grove Academy, providing excellent education and care for students with Cognition and Learning needs, Autism Spectrum Condition, and Social, Emotional and Mental Health needs. By year 4 of its opening, Bloxham Grove will have 100 students on roll between the ages of 7 to 18 and we will be delivering exceptional learning experiences to students across the Key Stages 2, 3, 4 and 5.

For further information, please visit our website at <https://bloxhamgroveacademy.co.uk>

Benefits of working at Bloxham Grove Academy, part of The Gallery Trust, include:
Professional development opportunities

- Regular training and access to a range of internal and external professional development opportunities tailored to your learning needs, your job role and your career aspirations
- Opportunities for career progression, secondments and transfers within The Gallery Trust, the largest special school Academy Trust in Oxfordshire
- Opportunities for collaborative working across the schools in the Trust, offering the chance to liaise with experienced colleagues, building knowledge and professional networks

Financial

- Competitive salaries for teaching and support staff based on School Teacher Pay and Conditions Document and the NJC Green Book
- Access to attractive pension plans (TPS and LGPS), linked to salary life assurance
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including childcare vouchers and cycle to work
- Perk Box - discount and wellbeing platform membership

Wellbeing

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Membership to My Healthy Advantage wellbeing app
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Complimentary tea and coffee
- Regular staff surveys to gain feedback on wellbeing and to drive improvements
- The opportunity to join colleagues for social events
- Family friendly policies
- Cycle to work Scheme
- Free car parking and cycle storage

Application Process

To apply for this post, please email application@thegallerytrust.co.uk your completed application form.

Closing Date: **Sunday 1 October 2023, 4pm**

Interviews: To take place week beginning **9 October 2023** - date to be confirmed

Please ensure you detail any gaps in employment and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria.

We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, NCTL and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.

Bloxham Grove Academy is an academy within The Gallery Trust. The Trust is dedicated to improving outcomes for SEND learners in Oxfordshire, striving to provide the best possible special education for all students. As the largest special school Trust in Oxfordshire, we value powerful collaboration and knowledge sharing but fully celebrate the distinct ethos and individuality of our family of schools, located throughout the county of Oxfordshire.

Our Strategic Aims

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently seven special academies in the Trust, with a further academy scheduled to open in 2026. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

The Board of Trustees believes that by providing the support of highly experienced and specialised school improvement and business teams, school leaders are empowered to focus on the standards of teaching and learning, and in meeting the operational and strategic demands of running their schools.

Teacher

Job Description

Responsible to: Head Teacher

Introduction

The job description should be read in conjunction with the current School Teachers' Pay and Conditions document and the provision of that document will apply to the post holder.

The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Head Teacher. The Head Teacher, or other Senior Manager if appropriate, will be mindful of her/his duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

The job description will be reviewed at least annually, and any changes will be subject to consultation. The academy's grievance procedure will be used to resolve any disagreement arising out of the job description. Other relevant policies may be the Stress at work policy and Dignity at work policy.

Teaching and Learning

- Ensure all pupils in their care within the academy receive an exciting, effective and appropriate education as outlined in their Educational Health Care Plan (EHCP) and in accordance with the academy's curriculum framework.
- Monitor, evaluate and report on the quality of teaching and learning and classroom management standards
- The provision of suitably differentiated work to meet the individual needs of the students
- The curriculum planning and review cycle is maintained in accordance with the school's planning framework and policy
- On-going assessment of students' work and abilities through comprehensive record keeping based on the academy's agreed format
- Maintenance of good discipline in line with the academy's Restorative Approaches policy
- Contribution, wherever appropriate, to the display, presentation and celebration of students' work
- Safeguarding and promoting the welfare of all students

Wider responsibilities relating to whole academy issues and procedures

- Working for the positive development of the academy, in line with the Raising Achievement Plan
- Attending staff meetings, curriculum forums or any other relevant meetings within the stipulated 1265 directed hours
- Taking a share of supervisory duties as part of the weekly routine as necessary
- Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitor and colleagues in accordance with the requirements and locally adopted policies: including taking responsibility for raising concerns with a manager

Specific responsibilities agreed between the Head Teacher and the above teacher

In addition to the duties outline in the School Teachers Pay and Conditions document currently in operation, or any subsequent legislation, you will be responsible for the following:

Teaching

Teaching across a range of curriculum areas, including the role of tutor

Staff development and support

Delivering INSET training throughout the academy, as appropriate

Links with parents, Local Authority and the wider community

- Encouraging full parental participation in the work, life and development of the school and making sure they are fully informed of their child's progress. To be available to deal with parental concerns and provide support where possible or refer to other professionals or agencies.
- Working cooperatively with the Local Academy Board and Trustees
- Liaising and coordinating with external agencies and other professionals

Teacher Selection Criteria

	Essential	Desirable
Professional qualifications	Qualified Teacher Status	
	Relevant professional qualification	
Experience, professional knowledge and skills	Planning for and teaching pupils with SEN	
	Effective involvement in school improvement planning and monitoring	
	Evidence of strategies developed for target setting and monitoring performance in order to raise pupil achievement	
	Experience of interactive teaching methods	
	Evidence of differentiation of the curriculum	
	Awareness of current initiatives, issues and legislation	
	Experience of using ICT effectively	
	Knowledge and experience of developing a purposeful learning environment and using a range of strategies to promote good behaviour	
	Respect for pupils' social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning	
	Understanding the role of teaching assistants in maximising pupils' learning	
	Knowledge and experience of applying a framework of curriculum planning which: includes long and short-term plans; requires learning objectives to be identified for classes, group and individuals; enables monitoring, assessment and recording of pupils' progress	
Personal Skills and Qualities	Ability to relate well to children and adults	Full driving licence
	Ability to work flexibly, throughout the whole school, meeting the needs of pupils in a range of contexts	
	Good organisational and interpersonal skills	