**Welcome to Four Rivers Family of Schools**

**Vacancy Assistant Headteacher at Oakgrove**

Thank you for taking the time to visit our website and consider our vacancies.

At Four Rivers Family of Schools we believe inclusion is at the heart of what we deliver and we are excited about making learning relevant and pertinent for all our learners.

If you share our vision to deliver a great learning opportunity for all our learners we would be delighted to hear from you.

We are looking for educationalists who see learning as an adventure and teaching as a vocation. We want to create something special for our children, our families and offer a working environment built on mutual respect that allows expertise at all levels to permeate throughout our family of schools and beyond.

We are closing this round of application on March 12th at midday.

Interviews are scheduled for March 2025. We anticipate the position stating from September 2025, before if your current contract allows it.

We have given our posts a salary range but believe experience and expertise are important. For the right candidate to enhance our team, we may stretch our budget a little further.

**How to Apply**

Please download and complete the application form and return it via [Hello@four-rivers.co.uk](mailto:Hello@four-rivers.co.uk).

Indicate on the form which position you are applying to and which school or site as appropriate. That way, the right panel of people will review your application.

If you would like to know a little more then please email via [Hello@four-rivers.co.uk](mailto:Hello@four-rivers.co.uk) FAO Jacqui and someone will get back to you to arrange a chat.

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**The ideal candidate**

Person Specification

We are looking for talented teachers with an ambition to lead others and work as part of a growing Senior Leadership Team to execute and employ a range of learning and teaching strategies that will ensure our learners’ needs are met. We need applications from Teachers with a clear understanding of SEMH needs and experience of deploying a range of successful teaching adaptations to support success in learning. We are passionate about learners achieving well and we require creative teachers who can see the solutions and not the problems to developing and delivering a curriculum that counts and further complement our dedicated team.

We are looking for teachers with the following skillset to join our team.

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|  | **Essential** | **Desirable** |
| **Qualifications**   * application form | Qualified Teacher status.  Degree or Degree / PGCE. | Evidence of INSET and commitment to further professional development.  Training and qualification in practice to support special needs.  Evidence to support additional training in understanding SEMH  Experience of leading others successfully. |
| **Experience**   * letter of application * interview * portfolio/presentation | The experience of:   * Delivering high quality teaching within a school. * A good understanding of data, assessment and outcomes * Delivering outcomes for learners with SEN within a whole class setting. * Safeguarding in a Primary School. * Working in partnership with other professionals. * Working with other agencies / external partners to devise plans to support learning. * Working in partnership with parents and carers. * Leading a subject area across the school. | In addition, the Teacher might have experience of:   * Teaching across the whole Primary age range. * Working with children and young people in different settings. * Experience of working in special setting or resourced provision. * Leading in a subject area – assessment and progress. |
| **Knowledge and understanding**   * application form * interview * portfolio/presentation | The knowledge and understanding of:   * The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) * Effective teaching and learning styles. * The monitoring, assessment, recording and reporting of pupils’ progress. * Analysing and reporting data and assessment for specific groups as well as whole cohort/ school picture. * What constitutes quality and high standards in learning and how to sustain this. * The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection. * The positive links necessary within school and with all its stakeholders | In addition, the Teacher might also have knowledge and understanding of:   * Assessment tasks including curriculum tests. * The links between schools and other agencies. * Partner school and network meetings / activities including cross phase activities that enhance provision. * Proven research models to support how learners develop, learn and succeed. * Evidence of impact on data and assessment work in current/ previous posts. |
| **Skills**   * letter of application * interview * portfolio/presentation | To be able to:   * Create a happy, challenging and effective learning environment. * Skilfully lead teams across the school * Demonstrate commitment to learning from first hand practical experiences. * Promote the Trust’s aims positively, and use effective strategies to monitor pupil motivation and morale. * Develop good personal relationships within the school team. * Establish and develop close relationships with parents, other professionals and the community. * Communicate effectively (both orally and in writing) to a variety of audiences. | In addition, the Teacher might also be able to:   * Lead additional enrichment and extra-curricular activities. * Show an interest in wider educational research and the ability to lead training for others. * Demonstrate high level IT competencies. * Develop strategies for creating community links. |
| **Personal characteristics**   * letter of application * interview | To be able to demonstrate the following personal qualities through the application and interview processes:   * The ability to work within and promote the vision of the Trust. * A commitment to inclusion. * Dedication and determination. * Approachability and empathy. * Organisation and resourcefulness. * Enthusiasm. * A commitment to reflective practice. * Patience: showing warmth, care, sensitivity and interest when dealing with children and carers. |  |
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