



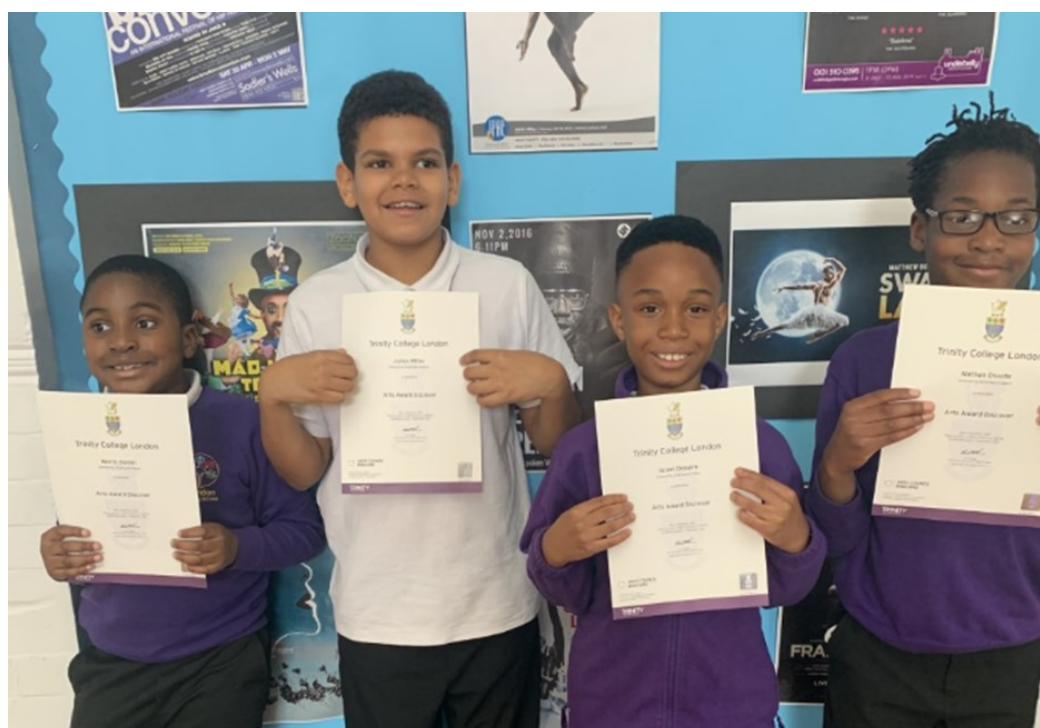
Lead Teacher for Children with Autism

Application pack



Contents

Letter to candidates	1
Vision for teaching and learning	3
About the School	4
Staffing structure	5
Job Description	6
Person Specification	8
How to apply	10
Location	11
Lewisham - The place to live and work	12
Additional Information	14





Torridon Primary School

Letter to candidates

Dear Colleague,

Thank you for your interest in our vacancy for a lead teacher for children with Autistic Spectrum Condition (ASC). My name is Manda George and I would like to take this opportunity to tell you a little about our school.

We are a large, happy and vibrant community school committed to ensuring that all children develop the skills they need to thrive and flourish. We are situated in the heart of Catford and the school is well placed for transport links, being close to Bellingham station and on several bus routes.

In September 2018, we amalgamated Torridon Infant & Nursery and Torridon Junior Schools to become Torridon Primary School, making us one of the largest primary schools in Lewisham. There is a strong leadership team in place and they have been instrumental in leading the school on its journey through the amalgamation and beyond.

The current team are extremely talented and wholly committed to making a difference in our children's lives. We are looking for exceptional teachers to join our staff team and contribute to the journey into the next phase of development. This is an exciting opportunity for a dynamic and ambitious candidate with a strong commitment to raising standards.

We have a strong reputation for inclusion and love the fact that our school community is so diverse. Staff at the school respond positively to the many challenges that such diversity can bring. We have a specialist resource base for children with Autism and support children with a wide range of special educational needs. Our reputation for valuing, caring for and attending to the needs of each child is justly deserved and a real strength of the school.

We are looking for a passionate teacher who is ready to develop and lead the provision for our children with autism in the Resource Base and across the school.

Our children enjoy coming to school and are very excited about learning. They feel trusted and respected and they know that there is always someone who will listen to them. School is a safe, warm and caring place where children succeed.

We are developing an exciting innovative curriculum which we feel is relevant to our children and will enable them to become creative thinkers who welcome challenge and have the resilience needed to solve problems.

Our staff team are passionate about making a difference and strongly believe that all children should have equal opportunities to achieve well and become the best they can be. To this end, we promote the highest possible expectations of our children and each other in all aspects of school life. Underachievement is not acceptable and we aim for our children to leave Torridon with a strong sense of self belief, high levels of independence and the ambition to succeed.

We know that our staff are our most valuable resource and invest heavily in ensuring that everyone has the skills they need both to fulfil their current role and to prepare them for future aspirations. Senior staff use a coaching model to provide personalised support for teachers alongside external professional development opportunities. In addition to the development of teaching and learning, we also provide opportunities for middle leaders to develop their leadership skills, taking responsibility for the development of whole school initiatives in line with school improvement priorities.

High quality professional development for staff at all levels is highly valued and we will ensure that you have the support and training you need to be effective in post.

Our staff team are extremely dedicated and demonstrate high levels of passion, energy and resilience. In recognition of their hard work and commitment, we provide a staff wellbeing programme and have a staff wellbeing team who care deeply about our staff and children.

I hope this information pack encourages you to make an application. If you have any questions about the position or the school, please do not hesitate to contact me. I think visits are very helpful if you are trying to make up your mind about whether to apply for a school and would encourage you to come and visit us to find out what makes Torridon such a special and exciting place to work. Please contact us to arrange a visit to the school.

If you are hardworking, resilient and passionate about learning and you think this might be the right school for the next step in your career, then I look forward to hearing from you.

Kind regards,



Manda George

Headteacher

Phone: 020 8697 2762

Email: recruitment@torridonprimary.lewisham.sch.uk





Vision for teaching and learning

Torridon is an inclusive school. We are committed to doing the very best that we can to make sure that every child succeeds. We have a shared responsibility to ensure that we are doing the very best for our children and aim to meet the individual needs of each child wherever possible. Our core values of: **Aspiration, Community, Diversity, Excellence and Respect** underpin all that we do.

At Torridon we aim to engender a passion for learning and the pursuit of excellence in every aspect of our work. We have the highest expectations for ourselves and all of our pupils, aiming for standards that exceed national expectations, both in the core subjects and across the wider curriculum.

We want every child to leave Torridon wanting and determined to make a difference to the world, and having the skills to do so. In order to do this, we believe that we have to enable the children to be emotionally intelligent, resilient and brave, and provide them with the academic foundation to enable them to be outstanding individuals in all aspects of their lives.

We want our children to:

- Be confident in themselves as learners
- Be eager and enthusiastic learners
- Understand themselves as learners, being proud of their successes and understanding the next steps in their learning
- Be emotionally intelligent
- Be resilient and determined to succeed
- Be responsible for their actions

We aim to achieve this by:

- Ensuring that children's achievement is at the heart of our school
- Valuing and celebrating children's social and cultural diversity
- Maintaining the highest possible expectations of every child
- Striving to ensure that every child succeeds
- Adopting a 'no excuses' attitude towards children's progress and attainment
- Providing opportunities for our children to develop academically, socially, morally, emotionally and spiritually in a safe and caring environment
- Working closely with parents and carers to ensure that we are providing the best possible education for our children

About the school

We have over 630 children at Torridon, each one of them different and unique.

At Torridon Primary School we believe that positive and rewarding relationships are fundamental in ensuring a naturally positive environment for learning and we have a responsibility to embed personal values such as respect, honesty and courage. We prioritise the formation of solid and respectful relationships between children and staff. We believe that respect should be mutual and something which is earned, not expected. In order to reflect this, all staff are known by their first names.

Inclusion is very much at the heart of what we do and we have a very strong inclusion team who support our children with SEND.

As well as our mainstream classes, we are proud to have specialist support for children with Autism Spectrum Condition (ASC). Our resource base caters for children from Reception to Year 6 who have a diagnosis of ASC. Children in the resource base have a diagnosis of autism and an Education, Health and Care Plan (EHCP). They are allocated a place by the Local Authority Special Needs Panel in conjunction with the school. The children who attend the resource base are very much part of our school and access the mainstream classes according to their level of need. We are delighted to provide our children with access to a sensory room, enabling a holistic approach to learning.



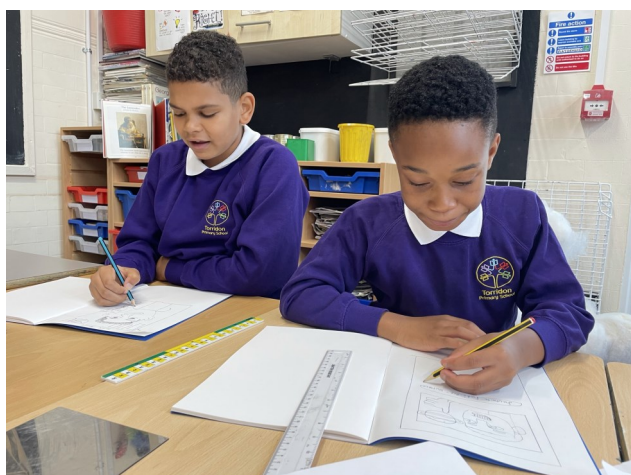
Our staff work very closely together and there is a strong sense of team work. Teachers have non contact time to plan with their year group partners. Planning in this way ensures consistency across classes and means that teachers are able to share particular expertise and help each other.

Torridon pupils can expect a high quality of teaching across a broad and balanced curriculum that allows all children to achieve to the level of the best. Teachers can expect pupils who are keen and who know how to learn.

We are currently developing an innovative and creative curriculum offer which embraces cross curricular learning and is brought to life through visits, visitors, workshops and other real life experiences.

Our aim is to prepare our pupils for the roles and responsibilities they will face at Torridon, at secondary school and in the community.

Every teacher receives ongoing professional development from a member of the Leadership Team, focusing on improving the quality of teaching and learning and accelerating the progress of any children whose progress is causing concern. Support may include lesson planning, team teaching, demonstration lessons, observations and feedback. The impact of this support is evaluated regularly through lesson observations and book looks and is differentiated according to need.



Current Staffing Structure

Headteacher			
Deputy Headteacher			
Head of Inclusion	Assistant Headteacher	Year Group Leaders	School Business Manager
Subject Leaders	Class Teachers		SENCOs
Pastoral and Well-being Lead	Early Year Practitioners		Teaching and Learning Support Assistants
Admin Team		Premises Team	



Job Description

Position: Lead teacher for children with autism

Reports to: Headteacher

Grade: Main Pay Scale/ Upper Pay Scale
+ SEN Allowance

Key purpose of the job

To lead on the development of provision for children with Autistic Spectrum Conditions (ASC) across the school, including children accessing the specialist Resource Base Provision.

Main activities

TEACHING AND LEARNING RESPONSIBILITIES

- ◆ To take responsibility for a class of children in accordance with the Torridon class teacher job description.
- ◆ Leading on the development and implementation of the curriculum for children with autism.
- ◆ Planning and implementing specialist teaching programmes for individuals or groups of children.
- ◆ Creating developmental teaching and learning plans for individual children with ASC. Plans will contribute positively to their achievement and progress across the curriculum and reflect their individual needs relating to autism and any additional special educational needs.

LEADERSHIP RESPONSIBILITIES

- ◆ Timetabling the curriculum support for children with autism and the deployment of Teaching and Learning Support Assistants (TLSAs).
- ◆ Providing training, guidance and support to TLSAs working with children with ASC to ensure effective and highly personalized learning programmes.
- ◆ Monitoring the differentiation and adaptation of the curriculum for children with ASC.

- ◆ Raising autism awareness across the school community.
- ◆ Supporting and advising mainstream teachers who have a child with ASC in their class.

ASSESSMENT AND RECORD KEEPING

- ◆ Assessing the progress of individuals and groups.
- ◆ Maintaining pupil progress records in accordance with school policy.
- ◆ Contributing, as required, to statutory assessment procedures for children with autism.

PARTNERSHIP WORKING

- ◆ Working closely with outside agencies and staff who contribute to meeting the needs of children with ASC.
- ◆ Ensuring that parents and carers are given the opportunity to take an active part in their children's learning.
- ◆ Leading, attending and contributing to meetings with parents and carers.
- ◆ Offering information, support and guidance to families, as appropriate, about the specific needs of their child.
- ◆ To undertake any other reasonable duties, as directed by the headteacher. In accordance with the changing needs of the school.

SAFEGUARDING

- ◆ To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Lewisham Safeguarding Children's Board and the school's safeguarding policy.

Special conditions

Governed by the National Agreement on Teachers' Pay and Conditions , supplemented by Local conditions as agreed by the governors.

Because of the nature of the post, candidates are not entitled to withhold information Regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the Appointed interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police Checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

Equal opportunity

The post holder will be expected to carry out all duties in the context of and in compliance with the Council's Equal Opportunities Policies.



Person specification

Qualifications	
1	Qualified Teacher Status, recognised by the DfE.
Experience	
1	Significant and successful experience of teaching children with autism, in a resource base, mainstream or specialist school setting.
2	Experience of implementing learning support programmes and/or therapeutic programmes with individuals or groups of children.
3	Experience of working with colleagues to set short term goals for individual children and of supporting children in achieving these.
4	Experience of leading and managing other adults in a team situation.
5	Experience of working with professionals from a variety of outside agencies.
Knowledge and understanding	
1	A deep understanding of the principles of inclusion and a demonstrable commitment to inclusive education for all.
2	A good working knowledge of programmes and strategies available to support children with different types of Special Educational Need, including autism.
3	A good understanding of the communication strategies available to support children with ASC, including; Makaton, TEACCH and the Picture Exchange Communication System (PECS).
4	A thorough knowledge of the National Curriculum.
5	A good understanding of assessment strategies for children with SEND, including the Engagement Model.
6	Good knowledge of the roles of the various outside agencies available to provide support to the school.
7	Knowledge and understanding of safeguarding legislature and procedures.
8	An understanding of and commitment to inclusive primary practice.
Skills and Abilities	
1	Ability to demonstrate the skills of an outstanding teacher.
2	Ability to lead, enthuse and motivate other members of staff.
3	Ability to communicate clearly, both orally and in writing, with a diverse range of audiences, including; children, parents and carers, staff and external professionals.
4	Ability to work well as a member of a team and to gain the confidence of teachers, support staff, parents and carers and other professionals.
5	High level of emotional intelligence and very good interpersonal skills.

6	Ability to build very effective relationships with children, to motivate learning and to build self esteem.
7	Ability to work independently with minimum supervision and to manage own work and time effectively.
8	Ability to maintain confidentiality.
9	Ability to use initiative and to innovate within the aims, ethos and policies of the school.
10	Ability to work effectively under pressure, to prioritise appropriately and to meet deadlines.
11	A commitment to further your own professional development and to the principle of continuous improvement.

Torridon Primary School is fully committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure, overseas checks and receipt of satisfactory references. Original evidence of right to work within the United Kingdom will be required prior to commencement of employment i.e. National Insurance Number, Work Permits or Indefinite Leave to Remain.



How to Apply

If you decide to make an application, please look carefully at the Job Description and Person Specification.

Your supporting statement should be no longer than 3 sides of A4 and should be tailored to demonstrate your suitability for this post.

CVs will not be accepted and interviews will be offered to those applicants best demonstrating skills, abilities and experience match the person specification and can demonstrate and evidence their commitment to our school.

Key Dates

Closing date: **Wednesday 26th January 2022 at midday**

Shortlisting: **Thursday 27th January 2022**

Interviews will take place: **Week beginning 31st January 2022.**

Visits to the school

By arrangement: please contact us if you would like to visit the school .

Email: recruitment@torridonprimary.lewisham.sch.uk

Any Questions?

If you would like an informal discussion about any aspects of this job opportunity, please contact Claire Eastwood (Deputy Headteacher) in the first instance on

phone: 020 8697 2762

email: recruitment@torridonprimary.lewisham.sch.uk

Applying

If you decide to apply for this post please return your completed application form to :

recruitment@torridonprimary.lewisham.sch.uk



Location

Torridon Primary School
Hazelbank Road
Catford
SE6 1TG

Tel: 0208 697 2762

Email: admin@torridonprimary.lewisham.sch.uk

Torridon is located on Hazelbank Road and is a short walking distance from Bellingham station.

Parking:

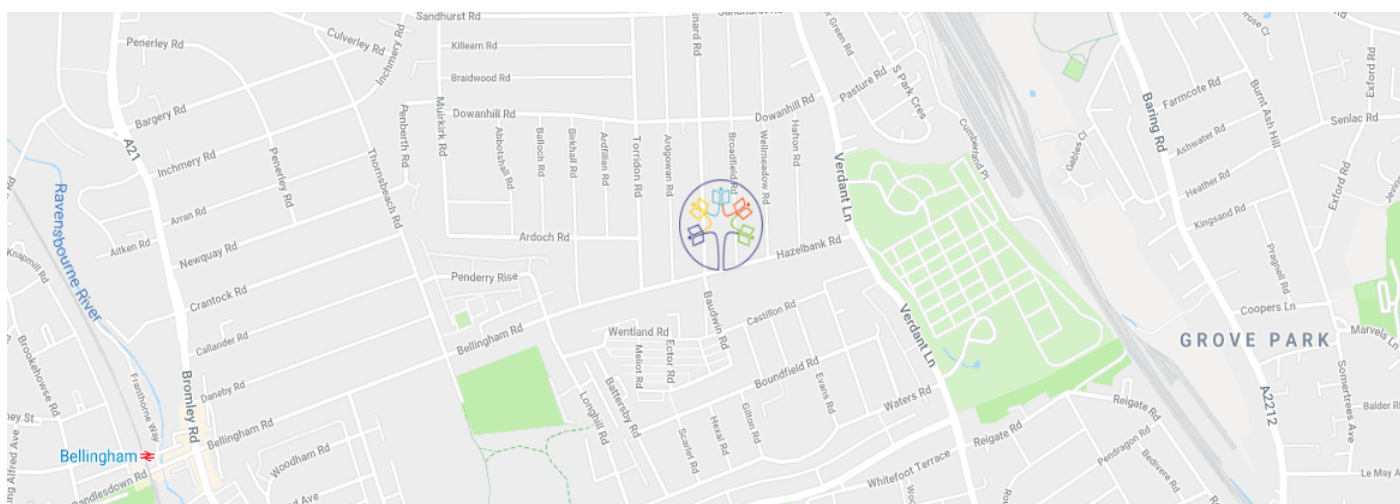
Parking is available in the surrounding roads.

By bus:

There are bus stops located on Torridon Road served by the 124. Bromley Road is served by a number of buses that go towards Bromley, Beckenham and Lewisham.

By train:

Bellingham train station is situated on Randlesdown Road in Zone 2 and is approximately a 10 minute walk away from the school.



Lewisham - The place to live and work

Lewisham is a cosmopolitan area in south-east London, occupied by energetic, creative and diverse communities. Lewisham benefits from attractive residential neighbourhoods and one of the highest number of parks and green spaces in London.

It's a place that is changing rapidly. There are exciting developments happening in the town centres and local neighbourhoods, bringing new housing, schools and leisure facilities to the area.

Lewisham has excellent transport links. London Overground now connects more of Lewisham with central London and the tube network. It's also easy to reach Canary Wharf, the City, London City Airport and the new international rail terminal at Stratford.

There's a great deal for you and your family and friends to do. Getting to and from those various places and events won't be a problem either, as we've got great transport links. Most teachers live around a half-hour's walk or bike ride away from work, and enjoy access to good rental properties, shared ownership schemes and interest-free loans for home purchase on the open markets as part of the Keyworker Living scheme. So living and travelling couldn't be much easier.



Lewisham Recreation Centre

Lewisham pretty much has it covered. Thriving, established markets, restaurants that cover almost every cuisine in the world, beautiful green spaces, sport, dance and music. There's something for everyone.

The children of Lewisham are our future business leaders, hairdressers, politicians, taxi drivers, mechanics, nurses, plumbers, artists, footballers, engineers, music moguls, journalists, chefs and even teachers. We owe it to them to give them the best start to their lives and careers.

As one of our school leaders or teachers, you'll have children's futures in your hands. Because of that, you deserve all the support we can provide. In fact, all our teachers enjoy the best we can offer, from our renowned Induction Programme for ECTs through to Leadership and Management Programmes that will help you develop your knowledge and skills, no matter what your level of experience.



St Saviour's Church Tower



Torridon Primary School

We don't forget our invaluable support staff either: they've got access to development and training in order to raise pupils' achievement levels, and they have real career paths. For you, it means you'll have a motivated, well-trained team of people around you. And you'll benefit from all the other support systems we've implemented, from Lewisham Learning to advisory staff who focus on Hearing, Visual, Speech & Language, Specific Learning and Physical Difficulties, and Behaviour Improvement Programmes.

For teachers with children, there are many nursery classes and crèches, good childcare, and after-school clubs and play centres. We'll also be happy to talk to you about flexible and part-time working.

Just as importantly, you'll have borough-wide opportunities for Continuing Professional Development, through conferences and a range of training. You'll also have the chance to take part in local authority advisory work, contributing your ideas and expertise to borough-wide development. So your students won't be the only ones improving their prospects.





Torridon
Primary School

Additional Information

Please click on the links below for additional information.

All In London – Guide to Lewisham:

Please go to: <https://www.allinlondon.co.uk/boroughs/lewisham/>

First Steps – Mayor of London's shared ownership scheme:

Please click [here](#).

