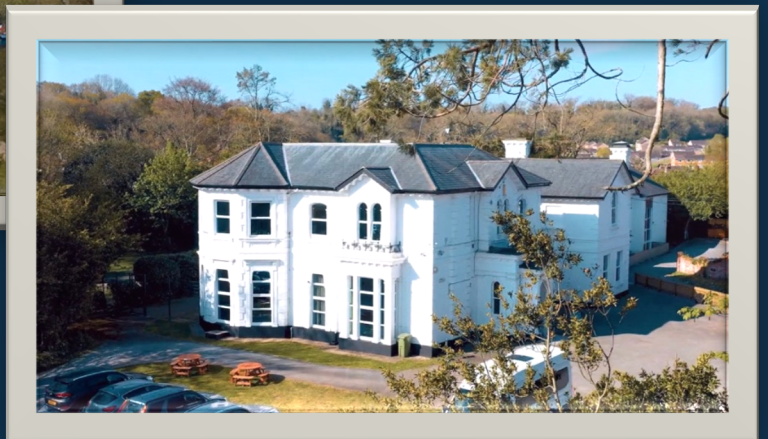
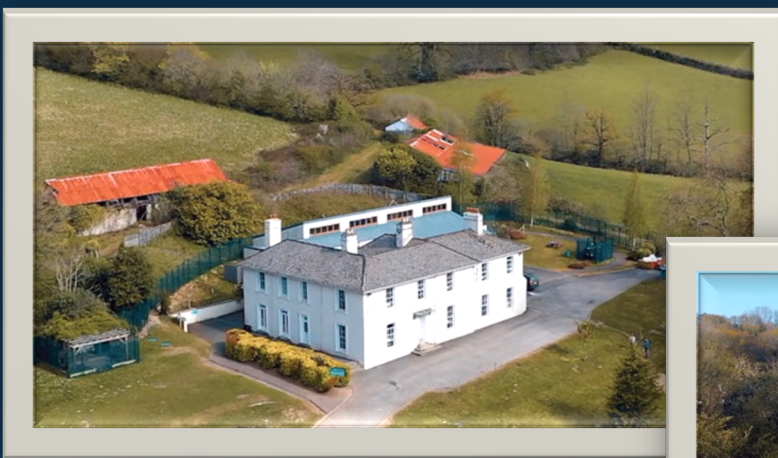




Life Chance.

Care • Nurture • Inspire

Candidate Pack



www.sfit.org.uk
www.lifechance.org.uk

Welcome to the Life Chance Group

Mark Escott: Co-founder & Chairman



Mark is the Co-Founder of Life Chance Group, specialising in working with young people and families who have experienced trauma. His life story and philosophy informed his recent best-selling book - *'One More Life Chance'*.

Despite a troubled childhood he carved out an impressive career as a child and adolescent behaviour specialist, working therapeutically with young people and families within the Health and Education sectors.

In 2011 he set up Life Chance and School for Inspiring Talents, an innovative independent therapeutic school based in Devon. Hugely successful, it was the first school in the UK to be awarded the Trauma and Mental Health Informed Schools Award.

Today, Life Chance continues to expand its education, training, and outreach services to transform the life chances of children and young people in our communities.

Hannah Moon: Chief Executive

When you join the Life Chance Group, you'll become part of an award-winning organisation that brings together professional staff, therapeutic disciplines, and a forward-thinking approach to offer a range of services that provide holistic support for young people, families and our wider community.

Life Chance Education (School for Inspiring Talents) has two sites in South Devon, hosting a team of amazing teachers, learning support assistants and multi-disciplinary practitioners who support our young people who have experienced Adverse Childhood Experiences, within this therapeutic setting.

Life Chance Care is an assessment service for families and schools, providing a service for children struggling with their social, emotional and mental health needs. Our vision for supporting wider communities is to provide outreach help to schools and other agencies across the South West.

Life Chance Training shares the best practice and hands-on knowledge that our team of experienced staff have gained from supporting children. We've provided our training service to over 60 schools and universities.

Life Chance Trust is our new charitable venture, helping 16-25 year-olds reintegrate into the community and be the best they can be for the future, by providing funding, mentoring, training or vocational support.



Pete Jenkins: Principal

At School for Inspiring Talents, we believe in supporting each and every student to achieve their fullest potential.

Our specialist educational staff, Multi-Disciplinary Team and business support colleagues work together to create a nurturing environment for our students who all have difficult or complex life stories and have experienced trauma.

Our core values are to ‘**care, nurture and inspire**’ and these values underpin our award-winning therapeutic approach to education, enabling children to overcome many of their barriers to learning.

As a school we aspire to be outstanding, leading the way for our students to develop a bright future. This is exemplified in our school motto ‘**be the best we can be**’, encouraging our whole school community to excel.



Working for Life Chance & School for Inspiring Talents

Our staff are very special – dedicated, passionate and always willing to go above and beyond to ensure that the young people we support receive the best possible care.

The challenges and adverse childhood experiences faced by many of our young learners mean we approach education in a more adaptive way than mainstream primary / secondary schools. Our class sizes are small, with learning spaces that offer plenty of break-out spaces, safe calming sensory spaces and beautiful open-air areas to facilitate the regulatory benefits of being outdoors! Our curriculum and timetables are designed around each individual child, to meet their personal, emotional and wellbeing needs as well as their educational ambitions.

We know that working with our young people can be challenging as well as hugely rewarding – so staff wellbeing is a central part of our ethos. We want to acknowledge how important staff are, which is why we developed an Employee Wellbeing & Benefits programme tailored to helping people personally, professionally and financially. We also have initiatives such as ‘finish early Fridays’ and ‘Wellbeing Wednesdays’ to help staff maintain their resilience and de-stress!

Your opportunities for personal growth, training and professional development are encouraged via our CPD programme, but also by the holistic way we work, with our multi-disciplinary team such as therapists and mental health practitioners embedded within the school. Staff come from a range of backgrounds and disciplines, but all share a genuine desire to create a positive, supportive atmosphere, and to encourage improvement and growth in a professional, measurable way.



Post Title:	Senior Teacher (SEND) – Extended Leadership Role Class teacher with appropriate release time
Accountable To:	Principal and SLT
Accountable For:	The postholder may have supervisory responsibilities for the support, deployment and supervision of teaching staff and Learning Support Assistants relevant to their responsibilities.
Remuneration:	Full time, permanent, MPS/UPS + SEMH Discretionary payment + TLR2A
Related National Standards:	National Teacher Standards Independent School Standards (Ofsted) Ofsted Education Inspection Framework
Key Role Purposes	<ol style="list-style-type: none"> 1. Champion a relational, trauma informed approach which aligns closely to the core vision and values of the school. 2. Support and assist SLT by providing dynamic instructional leadership and management by sharing and modelling the schools vision and values in everyday work and practice. 3. Work with SLT and other leaders to ensure the very best education for the students, through achieving the organisations aims and objectives. 4. Support the planning and development of SEND strategy and practice throughout the school. 5. Ensuring the school is compliant with the 2014 Special Educational Needs and Disability Code of Practice 2014. 6. Supporting class teachers to develop their knowledge and implementation of effective SEND strategies. 7. Support the development of systems which allow for effective cost benefit analysis of interventions and provision adaptations. 8. Working with class teachers to ensure all students have high quality individual provision plans which reflect practice. 9. Assist in the implementation of the School Improvement Plan, which identifies priorities and targets for ensuring students achieve high standards and make progress, increasing teacher's effectiveness and securing school improvement. 10. Positively promote staff wellbeing and sense of community 11. Support SLT with ensuring that the school environment is of a high-quality, nurturing nature 12. Undertake joint teaching observations with members of SLT 13. Deputise for the Principal and Deputy Principal. 14. Attend Extended SLT meetings as appropriate to contribute and give feedback. 15. Carry out the duties of this post in line with the school policies. 16. All teachers are required to carry out the duties of a school teacher as set out in the current Teacher Standards. Teachers' performance will be assessed against the Standards as part of the appraisal process as relevant to their role in the school. 17. Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the Teacher's Standards. 18. Be responsible and accountable for achieving the highest possible standards in work and conduct. 19. Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position. 20. Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils. 21. Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

This job description is not your contract of employment, or any part of it. It outlines only the additional responsibilities of the Senior Teacher position, it must be fulfilled in conjunction with your Teacher job description. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but it will be reviewed annually as part of the performance management process or as appropriate.

Key Accountabilities	1. Leadership & Management	Shaping the Future Managing the Organisation Securing Accountability
	2. Professional Partnerships	Strengthening Learning Community and Collaboration
	3. Personal & Professional Development	Shaping Self and Others Actively engage with a full range of CPD opportunities, particularly those that relate to the advancement of SfIT and the development of personal leadership qualities
	4. Other Professional Duties	Undertake any other duties as may be required from time to time as directed by the Principal, Deputy Principal

Accountability 1 Leadership & Management

1.1	Support teaching staff to meet the demands of their role including giving specific advice strategies and interventions to meet SEND and SEMH need through informal advice and coaching
1.2	Support SLT with policy review and implementation, writing documents relating to SEND eg. School coaching
1.3	Work alongside SLT to undertake learning walks with an SEND focus feeding back to staff.
1.4	Work alongside SLT to analyse book, marking and planning scrutiny
1.5	Help organise and coordinate, any administrative and organisational tasks required eg. Supporting teachers and with the annual review process.
1.6	Communicate and liaise with relevant external bodies
1.7	Make a positive contribution to the wider life and ethos of the school
1.8	Have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality

Accountability 2 Professional Partnerships & Strengthening Community

2.1	Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school
2.2	Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
2.3	Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
2.4	Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
2.5	Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
2.6	Support the development of collaborative approaches to learning within the school and beyond.
2.7	Work collaboratively with others to develop effective professional relationships

Accountability 3 Personal & Professional Development

3.1	Engage in ongoing relevant professional self-development through regular coaching/supervision sessions.
3.2	Keep abreast of local and national initiatives, guidance and legislation that relates to SEN, alternative provision and education as a whole with a view to implementing and developing as necessary.
3.3	Be an excellent role model for both staff and pupils in terms of being reflective and demonstrating a desire to improve and learn.
3.4	Support the induction of staff new to the school and those being trained within the school as appropriate.
3.5	Fulfil wider professional responsibilities

Accountability 4 Other Duties

4.1	Undertake any other duties as may be required from time to time as directed by the CEO/ Principal/ members of SLT.
4.2	Represent the company positively at any local/regional or national events.
4.3	Work flexibly to secure all the job requirements are met whilst maintaining appropriate work/life balance.

What do people say about us?

“I feel well supported
by my colleagues and
managers!”

Teaching Employee

“Thank you... I go to a lot of courses,
but I am leaving feeling really
refreshed and excited.”

Attendee on LifeChance training

“The School for Inspiring Talents is led
with a strong moral purpose. Leaders
and staff share a deep commitment to
caring for pupils who have faced
significant challenges in their lives.”

Ofsted 2021

“School for Inspiring Talents appealed
to me because they have a good
understanding of the impact of trauma
on a child’s development, which is
exactly the struggle my daughter has.”

Parent