



Hope High School

02/05/2025

HOPE HIGH SCHOOL

CANDIDATE INFORMATION PACK

TEACHER

DOCUMENT CONTROL

Information

Creation date	02/05/2025
Recruitment Lead for post	Leanne Fletcher
Recruitment Lead contact email	fletcherl@hope.lancs.sch.uk
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Role	Teacher
Closing Date	16/05/2025 – 9am
Interview Date	TBC Details regarding interviews will be confirmed with shortlisted candidates
Start Date	September 2025
Salary Grade	MPS/UPS Scale depending on experience

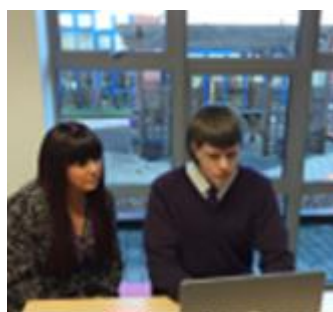
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About the school

Hope High School in Skelmersdale is a relatively small SEN school for young people aged 11 to 16 who have individual needs based on Social, Emotional and Mental Health difficulties.

The school has created a culture for learning and behaviour, which enables pupils with additional needs to succeed. The approach that all staff share is both nurturing and innovative. The modern setting and high levels of quality provision ensures pupils learn in a calm and constructive environment. In December 2019, the school was judged by Ofsted as being good in all areas and the school intends to build on this success.



We are a purpose-built school with facilities designed to support our learners towards success. Our facilities include a fully equipped cookery room, design technology workshop, an art studio, a forest school area, a sports hall with gymnasium and climbing wall and of course classrooms each having the latest learning technology. All pupils provided with their own dedicated Windows 10 laptops utilising MS teams to enhance learning through technology.

Our school boasts a fantastic staff team committed to improving the life chances of our young people. Our expectations are high. We aspire for pupils to flourish and succeed – socially, emotionally and academically. We personalise the curriculum and strive for every learner to make accelerated levels of academic progress. We build upon their interests, their strengths and learning styles whilst acknowledging what motivates them to learn.



Our experienced and skilled staff use their expertise to tailor individual strategies to improve pupils' self-esteem and confidence, which we understand is a foundation for success. Young people develop their ability to build relationships, develop positive behaviour and become motivated and enthusiastic learners.

At Hope High we understand the importance of home-school partnerships and we keenly encourage active participation from all parents and carers. This includes regular communication via each pupil's key worker, regular coffee mornings and barbeques. All parents and carers are also encouraged to play an active part in the target setting and review process which is in place for all pupils.



Hope High is a place where no two days are ever the same and is filled with vibrant, talented and driven learners who never fail to amaze and inspire us.

Helen Dunbavin



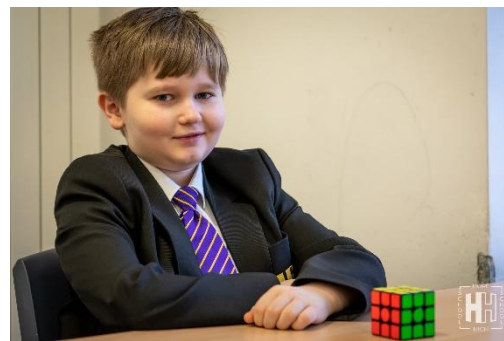
Executive Headteacher

Introduction to the role

Do you want to work in a unique SEN school where your support will make a real difference to pupils' lives and ambitions for their future?

Do you want to be part of a team that is supportive, committed, experienced and takes pride in delivering innovative and enjoyable lessons? Then come and join us at Hope High School!

We are seeking to appoint an ambitious and highly effective teacher with fantastic opportunities to develop their teaching and learning and leadership skills. Like us, you will be dynamic, innovative and hardworking. You will also have exceptional subject knowledge, a desire to positively impact upon students' learning and a firm commitment to high academic achievement. Above all you will be dedicated to giving all our students an outstanding education.



The ideal candidate should be a highly motivated and reflective practitioner with excellent classroom skills, capable of reengaging disengaged learners through positive, hands-on, and vocational activities. They should excel in delivering both theoretical and practical elements of learning and be able to teach Humanities (Geography, History, and RE) at both Key Stage 3 and Key Stage 4 levels. Additionally, they may be required to teach other subjects across the school. Proficiency in using ICT in all aspects of work, excellent communication skills, and the ability to relate to people at all levels are essential. The candidate should be a positive team player committed to professional development and open to embracing new technologies and ideas that enhance learning.

We are seeking a candidate who is an excellent classroom practitioner, capable of leading by example and modelling outstanding teaching and learning for children with complex learning difficulties. The ideal candidate will have a deep understanding of a personalized curriculum, a strong commitment to safeguarding all children, and high expectations for every student. Additionally, they should possess an excellent grasp of emotional regulation and sensory needs, along with exceptional interpersonal skills and effective communication. A great sense of humour is also essential.

For more information about the school please visit our website www.hope.lancs.sch.uk.

Please read the job description and person specification contained within this document carefully to ensure you demonstrate in your application the skills and experience required for the post.

Visits to the school, or a telephone call with Leanne Fletcher, Head of School, are welcomed and can be accommodated. If you would like to arrange either of these options, then please contact Karon Trencher at trencherk@hope.lancs.sch.uk who will be happy to assist.

Hope High School is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to an enhanced DBS check. The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975.

If successful you will be required to apply to the Disclosure and Barring Service for a 'disclosure'.

Applications must be accompanied by a supporting letter and be a maximum of 2 side of A4 and in font size 12.

"Learning for Life"

Rehabilitation of offenders Act 1974 - details of any criminal record spent or unspent should be sent to the Chair of Governors at the school address by the closing date.

Completed applications must be submitted electronically to: trencherk@hope.lancs.sch.uk

Thank you for your interest in the role and we look forward to hearing from you soon.

Leanne Fletcher

A handwritten signature in cursive script, appearing to read 'L Fletcher'.

Head of School

Personal Specification / Selection Criteria

Post Title	SEND Teacher	
Grade	MPS/UPS + 1 SEN Point	
The applicant will be required to safeguard and promote the welfare of children and young people		
Personal Attributes required (on the basis of the job description)	Essential (E) or Desirable (D)	To be identified by: (e.g. application form (AF), interview (I), reference (R), OBSERVATION (O))
Qualifications		
Qualified Teacher Status	E	AF
Appropriate academic or professional qualifications at degree or higher level	E	AF
SEN Experience	E	AF/I/R
Professional Development		
Evidence of appropriate professional development for the role	E	AF/I/R/O
Team Teach trained or willingness to complete training	E	AF/I/R/O
Experience and knowledge of teaching		
Experience of teaching in more than one school.	D	AF
A consistently outstanding teacher.	E	AF/I/R
Understanding of the requirements for high quality teaching.	E	AF/I/R
Substantial experience of teaching within KS3 and KS4.	D	AF
Ability to use ICT in all aspects of your work.	E	AF/I/R
Ability to fulfil the requirements of a form tutor.	E	AF/I/R
Excellent communication skills and an ability to relate to people at all levels.	E	AF/I/R
Excellent administration skills and an ability to meet deadlines.	E	AF/I/R
Ability to work collaboratively with a wide range of groups.	E	AF/I/R
To have experience of teaching children with Special Educational needs.	E	AF/I/R
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses.	E	AF/I/R
To manage effectively and confidently challenging behaviour, using positive behaviour strategies.	E	AF/I

Personal Skills and Attributes		
<i>The ability to...</i>		
To show a passion and enthusiasm for your subject.	E	AF/I
Inspire, challenge, motivate and empower teams and individuals to achieve high goals.	E	AF/I
Demonstrate personal enthusiasm and commitment aimed at making a positive difference to children and young people.	E	AF/I/R
Ability to represent the school in wider networks.	E	AF/I/R
Fully participate in a fun and engaging learning environment.	E	AF/I
Ability to deal sensitively with pupils, parents and colleagues.	E	AF/I/R
Show a good commitment to sustained attendance at work.	E	I/R
Have a good sense of humour.	E	I
Application Form and Supporting Statement		
The form must be fully completed and legible and free from error.	E	AF
Applications must be accompanied by a supporting letter and be a maximum of 2 side of A4 and in font size 12.	E	AF
Confidential References and Reports		
Positive recommendation from all referees, including current employer.	E	R
Exemplary attendance record	E	R
Other		
Commitment to safeguarding and protecting the welfare of children and young people	E	AF/I/R
Commitment to equality and diversity	E	AF/I/R
Commitment to health and safety	E	AF/I/R
Fully support our vision for the best outcomes for all children	E	AF/I/R
Commitment to all aspects of school life, extra-curricular, extended school activities and residential visits	E	AF/I/R
Commitment to undertake professional development / INSET	E	AF/I/R

Job Description

Post Title	SEND Teacher
Grade/Salary	MPS/UPS + 1 SEN Point
Location	Hope High School
Responsible to	Head of School
Staff Responsible For:	N/A
<i>The appointment is subject to the current conditions of employment of teachers, contained in the School Teachers' Pay and Conditions document, other current educational and employment legislation, relevant teacher and headteacher standards and the school's Articles of Government.</i>	
Purpose of the role (Job statement)	
<p>The Teacher:</p> <p>Under the reasonable direction of the Head of School, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD). Implement and deliver an appropriately broad, balanced, relevant, and differentiated Humanities curriculum for students of both KS3 & KS4 and support designated curriculum areas as appropriate. Support the development of the curriculum, resources, schemes of work, marking policies, assessment and teaching and learning strategies across Humanities. Monitor and support the overall progress and development of students as at teacher/ Personal Tutor. Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. Contribute to raising standards of student attainment.</p>	
Main Activities	
<i>The specific nature and balance of these responsibilities will vary according to the needs of the school. It will be necessary to specify the management, curriculum and co-ordination responsibilities/teaching commitment to be undertaken by the postholder.</i>	
Class teacher responsibilities	
<ul style="list-style-type: none"> To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document. To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including the provision of cover for absent teachers. To be responsible for a specific class or age group of children when required. To demand and demonstrate ambitious standards of achievement and attendance for all children, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on children's outcomes. Demonstrate consistently excellent teaching through an analytical understanding of how children learn and child development and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and children's well-being. 	
Teaching	
<p>To assist in, contribute and to lead when appropriate or when requested to:</p> <ul style="list-style-type: none"> Teach students according to their education needs, including the setting and marking of work to be carried out by the student in school and elsewhere. Assess, record and report on the attendance, progress, development and attainment of students and keep such records as are required. 	

- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Strong subject knowledge and a passion for inspiring students to excel in Humanities at KS3 and 4.
- Ensure a high-quality learning experience for students, which meets internal and external quality standards.
- Prepare and update subject materials.
- Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- Maintain discipline in accordance with the school's procedures and encourage good practice with regard to punctuality, behaviour and standards of work.
- Undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- Mark, grade and provide written/verbal and diagnostic feedback as required, in line with the department Assessment & Feedback Policy.
- Promote high standards of teaching and learning throughout the department.
- Develop appropriate schemes of work at Key Stages 3 and 4 with key stage/subject postholders.

Staffing/Personnel

- Participate in the school's Performance Management arrangements.
- Work with support staff as appropriate.

Supporting the School

- Contribute to the development of school policy.
- Represent the department at appropriate meetings within the school and contribute to working parties where appropriate.
- Contribute to the school liaison and marketing activities, e.g. pupil progress evenings & school community events.
- Attend all parents' evenings as appropriate.

Resources

- Manage your teaching area within the department.
- Ensure that the accommodation within the department is maintained to provide the best possible learning environment for the students.
- Lead the team in identifying resource needs and contribute to the efficient/effective use of physical resources.
- Cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students.
- Contribute to the process of ordering and allocation of equipment and materials.

Health and Safety

- Ensure that risk assessments are carried out within your teaching area.
- Ensure that Health and Safety policies and procedures are adhered to.

Pastoral System

- Be a Form Tutor and Keyworker to an assigned group of students.
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- Liaise with the Lead Tutor to ensure the implementation of the school's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Contribute to the preparation of action plans and progress files and other reports and references.
- Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- Apply the school's behaviour management systems so that effective learning can take place.

Communication and Liaison

- Communicate effectively with the parents of students as appropriate.
- Where appropriate, communicate and co-operate with persons or bodies outside the school.
- Follow agreed policies for communications in the school.

School Ethos and Additional Duties

- Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example.
- Promote actively the school's corporate policies.
- To carry out any other duties as deemed necessary by the Head of School.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to teachers.

This school is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

***This post is subject to an enhanced disclosure from the Disclosure & Barring Service
Lancashire County Council is a smoke-free employer***

Additional Information

The above document sets out the area of work in which duties will generally be focused, and gives an example of the type of duties that the postholder could be asked to carry out. PLEASE NOTE that this is for guidance only. Postholders are expected to be flexible and to operate in different areas of work/carry out different duties as required.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Customer Focus

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and /or numeracy if they do not have one already.

Disclosure and Barring Service (DBS)

Hope High School is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to an enhanced DBS check. The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975. If successful you will be required to apply to the Disclosure and Barring Service for a 'disclosure'.

References

At least two references are requested for each shortlisted applicant, one of which must be the current or most recent employer. If the applicant is not currently working with children, but has done so in the past, a third reference maybe sought from the employer for whom the candidate was most recently employed to work with children. We will always consider your references before confirming a job offer in writing. Attendance checks will be requested.

Applying

Completed applications must be submitted electronically to: trencherk@hope.lancs.sch.uk

Applications must be accompanied by a supporting letter and be a maximum of 2 side of A4 and in font size 12.