

Teacher Application Pack



Highfurlong School



Proud to be part of



Highfurlong School, Blackpool, FY3 7LR
01253 392188

www.highfurlong.org
www.seteducation.org.uk

Advert Wording

Highfurlong School



Vacancy: Teacher
Salary: Main Pay Spine
Contract type: Full Time
Contract term: Perm

Highfurlong School is an Outstanding special school at the heart of the Blackpool community. We are proud of our bespoke curriculum, innovative approaches, and commitment to preparing pupils for life beyond school. We are seeking an enthusiastic and adaptable Teacher to join our dedicated team and help us deliver exceptional learning experiences across all phases.

We are looking for someone who:

- Is passionate about inclusive education and making a difference for children and young people with a wide range of SEND
- Can deliver engaging, creative lessons across different subjects and age groups
- Has a passion for Preparation for adulthood
- Demonstrates flexibility, resilience, and a positive approach to teaching in a dynamic environment
- Builds strong relationships with pupils and colleagues, fostering a culture of respect and aspiration
- Is committed to safeguarding and promoting the welfare of children
- Has Qualified Teacher Status (ECT's welcome to apply)

We can offer:

- The opportunity to work in an Outstanding school with a supportive and experienced team
- Access to high-quality professional development and training
- A welcoming and inclusive environment where every child is valued
- Networking and collaboration through Synergy Education Trust, opening doors to shared learning and career progression
- A supportive environment where your contribution is valued and celebrated

Highfurlong Special School is committed to safeguarding and promoting the welfare of children and vulnerable adults. This post is subject to satisfactory references, DBS clearance, medical checks, evidence of essential qualifications, and proof of legal working in accordance with the Asylum and Immigration Act, 1996.

Highfurlong School and Synergy Education Trust are committed to creating a diverse and inclusive workplace. We welcome applications from all sections of the community, regardless of age, disability, gender identity, marital status, race, religion or belief, sex, or sexual orientation. We value the unique contributions that each individual brings and strive to ensure equality of opportunity for all staff and applicants.

Welcome



Hello,

As the Head of School of Highfurlong, it is my utmost pleasure to extend a warm welcome to all prospective applicants.

We are proud to be part of Synergy Education Trust. Within the Trust and the wider community we pride ourselves on being a unique and extraordinary school. We are committed to creating an inclusive, supportive, and enriching educational environment where every pupil can thrive, and every staff member can contribute to the success of our unique community.



At Highfurlong, we embrace challenges as opportunities for growth and learning. We are proud to be an accredited CPD provider and promote staff wellbeing at the heart of what we do. We understand that the journey towards success is not always easy, but we firmly believe that with resilience, the right support, a personalised learning journey and high expectations of all, our pupils and staff can overcome any obstacle they may face. By fostering a culture of belief and encouragement, we instil in our pupils and staff the confidence and self-belief they need to pursue their aspirations and make their dreams a reality.

We do hope you apply and come join our happy school.

Tasmine Short

Head of School



About Highfurlong School



Highfurlong is a 2–19 Special School Academy in Blackpool with 144 pupils on roll. All students have an EHCP and a range of physical, medical, and complex learning needs. Our school is expanding with the addition of a new building, creating exciting opportunities for growth. We are seeking reliable and passionate individuals to deliver high quality teaching, inspiring our pupils to reach their full potential.

About the role:

- Experience of SEND is preferred.

The successful candidate will:

- Support the ethos, vision, and values of our happy school.
- Demonstrate knowledge of strategies to enhance teaching, learning, and behaviour management.
- Maintain high expectations for pupil achievement and progress.
- Bring a positive outlook and a commitment to our school's success.
- Be a role model, demonstrating best practices, a strong work ethic, and a positive attitude.
- Have experience teaching pupils with a range of additional needs, including physical disabilities, PMLD, speech and communication difficulties, MLD, and autism.
- Have a passion for working with young adults, supporting preparation for adulthood.



Vision and Values



Inspire, Challenge, Believe

We *inspire* the Highfurlong Family to be the best that they can be

Our bespoke curriculum provides *challenge* in all areas of education and development for the pupils

We *believe* everyone can flourish in our warm and friendly school

Our School's Special Qualities

What makes our school truly special can be summarised in three key aspects:

Pupil-Centric Approach:

- Our primary focus is on the well-being, care and resilience of our students.
- We cherish the uniqueness and positivity that each child brings to our school community.
- Our dedication to understanding and nurturing the needs of every child sets us apart.

Dedicated Staff and Teamwork:

- The commitment and knowledge of our staff are unparalleled, fostering an environment of continuous improvement.
- Teamwork is ingrained in our ethos, emphasising collaboration among staff, pupils, families and wider agencies.
- We celebrate the achievements of our amazing pupils and recognise the impact of our family-like atmosphere.

Innovative Thinking and Personalised Learning:

- We encourage thinking outside the box, providing a platform for creative and pupil-led approaches to education.
- A personalised curriculum ensures that each child's unique strengths and interests are acknowledged and nurtured.
- There are no limits to what our students can achieve, guided by our expert teachers and a supportive school community.





Greetings and warm regards,

I am delighted that you have expressed an interest in the post of a Teacher at Highfurlong School. I hope that after considering all the information you will make an application.

Highfurlong School is a 2-19 special school academy in Blackpool, with 144 pupils on roll, with a wide range of physical and medical needs and severe and complex learning difficulties.

In April 2024 Highfurlong became an academy joining the newly formed multi academy trust- Synergy Education Trust with other Blackpool schools.

The mission at Highfurlong is to improve the life chances of all of our young people within our supportive family of schools, providing opportunities to allow young people to achieve beyond expectation, regardless of background, need or prior attainment.

We are determined and passionate to ensure that all of our staff are supported and trained to make a first class provision for all of our young people.

Synergy has six key values that underpin our work and ethos:

- Inclusive Provision
- Empowering Individuality
- Innovation
- Honesty
- Respect
- Collaborative Working

We are looking to recruit an exceptional Teacher to join the Highfurlong Team. They will be passionate about helping every pupil to achieve their potential and ambition, whilst leaving no child behind and will hold safeguarding central to all the systems, processes and strategies at school.

I hope you are excited by the prospect of this post. If you require further information or have any questions about the role please contact Jasmine Short- Head of School on 01253 392188.

Wishing you every success on the submission of your application

Warm regards,

Susan Strother

Chair of Trustees, Synergy Education Trust

Benefits of working in the Trust



Vision

At Synergy Education Trust we pride ourselves on being an employer that continually invests in our employees as we know that it is our staff who will ensure that we meet our vision. As a new Trust, we are currently designing and building our offer for staff which is a priority for Trustees and the Central Team.

Current Benefits

- 01** Employee Assistance Programme
Our programme is run by Health Assured and provides a support line for staff to access a range of practical and emotional help 24/7. This includes counselling, financial, legal and practical support from qualified professionals. There is also access to an online health and wellbeing resource, as well as face to face counselling as required
- 02** Pensions
You will have the option to join the Teachers' Pension Scheme, which is a defined benefit scheme that provides a guaranteed income pension for teachers in England and Wales.
- 03** Pay Progression
As well as any nationally agreed pay award (a salary increase linked to inflation), our employees also have access to pay progression in accordance with the pay scale for the role.
- 04** Continuous Professional Development
a strong commitment to continuing professional development, as an accredited CPD training investor provider, with regular training opportunities

Job Description

SEND Class Teacher



Job Title: Class Teacher

Pay Grade/ Scale/ Range Teacher's Main/Upper Pay Scale (ECT/M1 – M6) (UPS1 – UPS 3)

Key Skills and Responsibilities

The successful candidate will:

- Be an outstanding classroom teacher across our full ability range
- Have a proven track record in the development of their teaching
- Be able to share and develop a vision for the school community
- Be committed to all aspects of inclusion and to parent partnership

Teacher Job Description

The post includes the professional duties of teachers as indicated in the Teachers Pay and Conditions

Document and the school's policy for the use of 1265 hours.

Purpose of Job

To offer a broad and exciting curriculum to the pupils within the school and to endeavour to meet their various needs; physical, social and academic.

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD) 2023. To carry out such duties to the appropriate standard detailed in the Professional standards for teachers.

Teach in accordance with the ethos, organisation and policies of the school as a fully committed member of the teaching team and as detailed in the specific duties below.

Main scale teachers will be asked to maintain a focus/overview of a specified subject area in order to advise the school. You would not be held responsible or accountable for the subject or the work of other colleagues, unless you request such duties as part of your professional development. The headteacher would wish to ensure that such a request did not distract you from your duties in respect of teaching and learning.

This job description is based on and uses text taken directly from the STPCD 2025 and Professional Standards for Teachers. A copy of the STPCD is available for staff and you have been given a copy of the Professional Standards for teachers, which will be used in the school's performance management process.

Job Description

SEND Class Teacher



Responsibilities

MPS Teacher

A teacher may be required to undertake the following duties:

Teaching

- Plan and teach lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Participate in arrangements for preparing pupils for external examinations.

Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Subject to paragraph 52.7 supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

Health, safety and discipline

- Promote the safety and well-being of pupils.
- Maintain good order and discipline among pupils.
- Maintain good order and discipline among pupils.
- Management of staff and resources
- Direct and supervise support staff assigned to them and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to them.
- Professional development
- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.
- Communication
- Communicate with pupils, parents and carers.
- Working with colleagues and other relevant professionals
- Collaborate and work with colleagues and other relevant professionals within and beyond the school.

Person Specification



PERSON SPECIFICATION Teacher: MS + 1 SEN	
A: TRAINING AND QUALIFICATIONS	Essential or Desirable
Qualified Teacher Status- Primary (NQT, QTS)	E
Degree or equivalent.	E
Qualifications in SEND e.g. Advanced Diploma.	D
B: PROFESSIONAL EXPERIENCE	Essential or Desirable
An excellent report from teaching practice or previous employer.	E
Recent and relevant CPD or INSET experience.	D
Successful experience of teaching pupils with SEND including teacher training placement.	D
Successful experience of teaching pupils with a range of additional needs: physical disabilities; profound and multiple learning difficulties; speech, language and communication difficulties; moderate learning difficulties and autistic spectrum disorders.	D
Successful experience of teaching pupils in more than one key stage.	D
Knowledge of strategies to raise standards of teaching and learning.	E
Knowledge of strategies to effectively manage student <u>behaviour</u> .	E
Experience in the use of ICT as a teaching and learning tool.	E
C: PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential or Desirable
In relation to the role being applied for applicants should be able to demonstrate appropriate knowledge and understanding of...	
Strategies for sustaining school improvement, raising the quality of teaching and learning and standards of achievement.	D
Awareness of wider educational issues particularly in relation to SEND.	D
Have a clear understanding of the needs of all pupils, and be able to use a range of teaching strategies, including differentiation, <u>personalisation</u> and a sensory/kinesthetic approach to learning to enable all pupils to achieve their full potential.	E

Person Specification



D. PERSONAL SKILLS AND ATTRIBUTES	
The ability to...	
Lead, motivate, enthuse and inspire support staff and students and strive for excellence.	E
Demonstrate personal enthusiasm and commitment to making a positive contribution to the school community.	E
Establish and maintain excellent relationships through interpersonal skills and effective communication with all staff.	E
<u>Prioritise</u> , plan and <u>organise</u> themselves and others.	E
Think analytically and creatively and demonstrate initiative in solving problems.	E
Be a reflective practitioner who strives to improve their teaching.	E
Believe passionately that every student can succeed and even exceed their potential.	E



Safeguarding Information

We do reserve the right to close this advertisement early if we receive a high volume of suitable applications. As a part of our recruitment process, we will carry out an online search on shortlisted candidates to identify any comment, image or other content that could cause reputational damage to the school and/or give rise to a safeguarding concern. If we discover anything during our searches this will be passed onto the recruitment manager and discussed during interview. We are deeply committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All necessary safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertaken can be found at: Keeping Children Safe in Education, 2025 – KCSIE 2025. This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children’s Barred List Check. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered ‘protected’ and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. No applicant will be disadvantaged or discriminated against because of the protected characteristics under the Equality Act 2010.

