

# Elm Tree Multi Academy Trust

## Recruitment Information Pack



### Specialist Resource Provision Lead Teacher

at North Leamington School



# An overview of North Leamington School



Dear Applicant,

Our school is a thriving, popular and inclusive comprehensive school, where we pay particular attention to each individual student by promoting their personal, social and educational development. We have all the advantages of being a large school in that we offer a wide-ranging curriculum to enthuse all learners and at the same time employ dedicated and high-quality staff to support and value each student.

North Leamington School is a part of the Elm Tree Multi Academy Trust (ETMAT), with the aim to work in collaboration delivering excellence and enriching the lives of the young people within the Trust.

We have high expectations of our young people; we expect everyone to work towards the common goal of helping them develop the skills and knowledge required in being successful at North Leamington School and beyond. Our students are encouraged to strive for excellence in all that they do at school and grasp all the wonderful opportunities that will present themselves throughout their years of study. We want our young people to aim high, be happy confident learners, support one another and be proud members of our rich and diverse community.

Our ambition is to be an ever-improving learning environment that offers **opportunities** to enthuse engage and enrich the experiences of all its community. We will continue to instil a **commitment** to growth in a positive, dynamic, and **respectful** environment that expects and supports personal **excellence** in the context of *“everyone mattering equally.”*

## Vision and Values

- **Commitment:** All members of our community are committed to self-improvement, working to achieve both individual and collective goals so all are successful.
- **Opportunity:** Individuals can develop their abilities and talents, and to be successful. We want everyone within our community to be nurtured, challenged, and encouraged to make the most of opportunities.
- **Respect:** Everyone behaves in a respectful and kind way to others. Our school is an inclusive environment where all are valued equally.
- **Excellence:** There is a commitment to excellence in all that we do. We have a culture of high expectations. We expect to do well both as individuals and collectively.

We are extremely fortunate to educate young people in a wonderful environment with state-of-the-art facilities. We have committed, talented teachers and support staff who work hard and deliver excellent outcomes for our young people at all stages. Fundamental to that success is instilling core attributes such as resilience, independence, kindness, progressive thinking and a desire to work hard.

We care deeply about forging positive and strong relationships between all partners – staff, students, parents, carers and governors. Respect for ourselves and each other is at the heart of our school ethos, we want students to work in partnership with our local and global communities and the environment to become positive members of society and role models for our younger students at school.

I would like to thank you for your interest in joining our team here at North Leamington School. If you would like to visit the school, please get in touch with our HR team at [hr@etmat.co.uk](mailto:hr@etmat.co.uk) and we can assure you of a warm welcome.

Kind Regards,

Mr Mike Lowdell

CEO of Elm Tree Multi Academy Trust & Head Teacher of North Leamington School



**For further information about our school, please take a look at our website: -**

[North Leamington School - Home / www.northleamington.co.uk](http://www.northleamington.co.uk)

# Job Opportunity

<b>Job Title:</b>	<b>Specialist Resource Provision (SRP) Lead Teacher</b>
<b>Opportunity:</b>	<p>Elm Tree Multi Academy Trust is seeking to appoint an experienced and passionate teacher for our new Specialist Resource Provision, opening at North Leamington School in September 2026. The SRP Teacher will lead this provision and shape its development from the outset.</p> <p>This is a unique opportunity to build upon the school's strong inclusive ethos through the development of a new 20-place Resource Provision for students with a primary need of communication and interaction. As part of a significant capital project, this provision will benefit from purpose-built, specialist facilities, including dedicated classrooms, therapy spaces, and meeting areas. Thoughtfully integrated within our existing inclusion provision, the setting will also be located adjacent to our orchard, offering an exceptional outdoor learning environment. This role presents an exciting chance to shape and deliver outstanding provision within a forward-thinking and well-resourced school community.</p> <p>You will provide high-quality teaching, learning, and pastoral support to pupils with Special Educational Needs and Disabilities (SEND) – specifically those with communication and interaction needs. You will deliver an engaging, developmentally appropriate curriculum that supports pupils' academic progress, communication, independence, and emotional well-being, while promoting inclusion across the school.</p> <p>This is a key role within our wider Inclusion Team, offering the opportunity to work closely with the SENDCo and other specialist practitioners. It would suit someone who has a strong sense of purpose, a positive attitude, and a genuine commitment to supporting pupils to achieve their full potential – whatever their individual needs.</p> <p>North Leamington School (NLS), a part of the Elm Tree Multi Academy Trust, is a fantastic place to work. Working with us will provide excellent opportunities to develop as a specialist teacher within a high-achieving, inclusive and supportive learning community.</p> <p>We are an oversubscribed school with an expanding Sixth Form and have sustained continuous improvement in order to secure fantastic outcomes for all of our students. We are defined by our core values of Commitment, Opportunity, Respect and Excellence (CORE) for all and in all that we do.</p> <p>North Leamington School has a strong team spirit and a passion for creating an inclusive learning environment, which enables all students to exceed expectations. All staff and students are valued highly. Emphasis on staff wellbeing is an integral part of our ethos, offering several supportive schemes whilst providing an outstanding working environment.</p>

	<p><b>What we are looking for:</b></p> <ul style="list-style-type: none"> <li>• A highly effective, experienced and dedicated practitioner who is able to bring a creative and caring approach to supporting pupils with specific additional needs</li> <li>• The drive to develop professionally as a practitioner and a willingness to contribute positively to the development of this new provision over time</li> <li>• A good team player and high performer, who will contribute fully to the department and the wider school</li> </ul>
<p><b>Reporting To:</b></p>	<p>SENDCo</p>
<p><b>Working Relationships With:</b></p>	<p>Other Teacher colleagues, IEN staff, Teaching Assistants, Support Staff</p>
<p><b>Location:</b></p>	<p><b>North Leamington School</b> Sandy Lane, Blackdown, Leamington Spa Warwickshire CV32 6RD</p>
<p><b>Salary &amp; Hours:</b></p>	<p>Permanent Role 1.0 FTE MPS/UPS + SEN Allowance (depending on experience)</p> <p>This role would not be suitable for recently qualified teachers.</p> <p>Required for September 2026</p>
<p><b>What We Offer:</b></p>	<ul style="list-style-type: none"> <li>• A fantastic modern school environment with a strong team culture</li> <li>• A purpose-built SRP, due to be completed on site by Sept. 2027</li> <li>• A very generous pension scheme and access to a range of health and wellbeing services</li> <li>• A first-class commitment to developing individuals through personalised CPD programmes</li> <li>• An easily accessible location with plentiful onsite parking</li> </ul>

# Job Description

<b>Title of Post:</b>	<b>Specialist Resource Provision (SRP) Lead Teacher</b>
<b>Location:</b>	North Leamington School
<b>Salary/Grade:</b>	MPS/UPS + SEN Allowance (depending on experience)
<b>Hours:</b>	1.0 FTE
<b>Responsible to:</b>	SENDCo
<b>Purpose of Job:</b>	<p>To provide high-quality teaching, learning, and pastoral support to pupils with Special Educational Needs and Disabilities (SEND) specifically those with communication and interaction needs. You will deliver an engaging, developmentally appropriate curriculum that supports pupils' academic progress, communication, independence, and emotional well-being, while promoting inclusion across the school.</p> <p>Under the SENDCo's guidance, the SRP Lead Teacher will lead this new provision and shape its development from the outset.</p>

## Key Tasks and Responsibilities:

### Teaching & Learning

- To maintain the wider standards and expectations of the school within the designated SRP area
- Work with the SENDCo and other IEN Team Leads to ensure the effective running and development of the SRP
- Plan and deliver creative, differentiated lessons suited to secondary-aged learners with diverse SEND profiles to evaluate and monitor progress with written, verbal and diagnostic feedback as required
- Adapt curriculum materials to meet individual developmental stages, needs and EHCP outcomes
- Liaise with mainstream teachers to meet the needs of the SRP students, developing effective professional relationships with colleagues and drawing on subject specialist support when required
- Develop and deliver targeted interventions to support pupils' individual needs, sensory and emotional regulation, life skills and literacy and numeracy skills
- Use practical, multisensory and play-based approaches to support learners if appropriate
- Monitor, assess, and track pupil progress, ensuring provision aligns with EHCP outcomes. To provide, or contribute to oral and written assessments, reports and references relating to individual students and groups of students
- Establish a calm, nurturing, and structured learning environment
- Attend staff meetings and training within the allocation of directed time to support curriculum planning and SRP development
- To take part in marketing and liaison activities such as Open Evenings, Parent Evenings and liaison events

### SEND Support & Inclusion

- Support the effective transition of new students into the SRP
- Work with the SENDCo and other IEN Team Leads to implement and review EHCPs, ensuring that statutory requirements are met, including any necessary contribution and attendance at such reviews

- Support pupils' integration or partial inclusion into mainstream classes and whole school activities as part of a structured timetable and/or on an ad hoc basis
- Lead and support teaching assistants to ensure consistent use of communication strategies, sensory supports, and behaviour plans
- Liaise with external professionals, as appropriate, to provide extended support (e.g., STS, Speech & Language Therapists, Occupational Therapists, Educational Psychologists)
- To promote, develop and sustain strong partnerships beyond the classroom which include home, other agencies and community partnerships

### **Pastoral Care & Behaviour**

- Promote pupils' emotional well-being using informed, positive behaviour approaches
- Develop and deliver personalised behaviour support plans
- Support pupils with transitions – between activities, classrooms, year groups, and phases
- Undertake duties during social times to support students supervision and regulation

### **Budget Management**

- None

### **People Management**

- Supporting and directing Teaching Assistant support within the SRP setting

### **General Requirements:**

#### **All Elm Tree Multi Academy Trust staff are expected to:**

- Maintain confidentiality according to organisation and legal requirements
- Uphold school policies, routines and codes of conduct as set out in the Staff Behaviour Policy or other documentation made available to staff
- Undertake other such reasonable duties as may be required from time to time
- Work towards and support the Trust's vision and objectives
- Be aware of, and follow the Safeguarding and Child Protection Policy
- Support and contribute to the school's responsibility for safeguarding students
- Work within the school's Health and Safety Policy to ensure a safe working environment for staff, students and visitors
- Maintain high professional standards of attendance, punctuality, appearance and conduct, and promote positive and courteous working relationships with students, parents and colleagues
- Engage actively in the performance review process
- Show a willingness to undertake training and professional development either in-house or externally

### **Context of Post**

This post should be seen in the context of the School Improvement Plan, the Aims and Values of the school, and the latest OFSTED Inspection Report.

### **Renegotiation**

Elements of this Job Description may be renegotiated at the request of either party and with the agreement of both.

## **Safeguarding Statement**

Elm Tree Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

# Person Specification

## Professional Knowledge:

	Measurement
Understands how to ensure effective student learning through challenging, differentiated and exciting teaching.	A, I
Meet the Nationals Standards for teachers and (where applicable, those for UPS)	A, I
Recognition of the value of integrated working and common assessment.	A, I
Understands the potential of student voice and parental engagement	A, I, R
Understands the positive role of Performance Management within their own professional development	A, I
Up to date knowledge of Local Authority and National expectations for SEND including current SEND Code of Practice including knowledge of the EHCP process and their implementation.	A, I

## Qualifications & Attainment:

	Measurement
Qualified Teacher Status (UK)	A
Educated to Degree level	A

## Experience:

	Measurement
Substantial recent experience of teaching in a mainstream school and/or specialist SEND setting	A, I
Experience of working/developing a SEND Provision or within a similar support Service	A, I
Is an outstanding classroom practitioner	I, R
Evidence of successful teaching experience with vulnerable children	A, I, R
Has evidence of the ability to work effectively and supportively in a team as well as positively influencing the practice of others, including delivering INSET.	A, R

## Personal Qualities:

	Measurement
Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture	I, R
Has a strong commitment to pursuing your own professional development	I, R
Shows evidence of appropriate personal qualities and skills, particularly enthusiasm, creativity and the ability to communicate effectively	A, I, R

## Safeguarding:

	Measurement
<b><i>In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:</i></b>	
Motivation to work with children and young people	I, R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	I, R
Emotional resilience in working with challenging behaviours	I, R

## Additional:

Good health and attendance records
An Enhanced DBS check will be required prior to appointment - this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.
High quality of application, with particular regard to the formal response requested
Reference of unequivocal recommendation

Measurements	
A	Application Form
I	Interview
R	References

## References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

# How To Apply

<b>Closing Date:</b>	<b>Wednesday 13<sup>th</sup> May 2026 at 09:00am</b>
<b>Interviews:</b>	<p>Interviews are expected to take place shortly after the closing date; however, we may interview candidates on application.</p> <p>Therefore, we encourage you to apply at your earliest opportunity.</p> <p>There will be an opportunity to look around the school on the day of the interview. If you would like to visit prior to that date, please contact the HR Team (details below) to seek suitable availability.</p>

All applications must be completed and submitted online or by emailing to:

[hr@etmat.co.uk](mailto:hr@etmat.co.uk)

Alternatively post your application to:

**Human Resources  
North Leamington School  
Sandy Lane  
Blackdown  
Leamington Spa  
CV32 6RD**

Alternatively, you can apply via the TES portal online.

If you have any queries regarding the application process, please contact Brian Langley - Trust HR Manager or Eleanor Hancox - HR Officer on:

T: 01926 338711 Ext 8488 / Ext 8408

E: [hr@etmat.co.uk](mailto:hr@etmat.co.uk)

*Elm Tree Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

*All appointments are made subject to receipt of a completed application form, satisfactory references, an enhanced DBS disclosure, online search checks and the right to work in the UK.*