

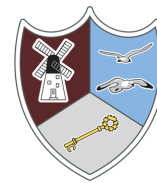
Candidate Pack



**Marton Primary
Academy and Nursery**

BRIGHT FUTURES EDUCATIONAL TRUST

SEND Unit Teacher



Overview of the role

Mains Scale Teacher in our SEND unit

This is a fixed term position to cover a maternity leave.

Reporting to: class teachers under the direction of the Assistant Principal and Principal

To teach, care for and inspire our children to believe in themselves and to be the best they can, enabling all to reach their full potential.

You will be a key member of a highly skilled, friendly, supportive and collaborative team of education professionals who are together strengthening our provision at every level and striving to build long-lasting foundations of excellence.

Like us, you believe our students deserve the best possible education, regardless of their background or postcode, and you will share our mission of ensuring “the best for everyone and the best from everyone”.

We are open, supportive and flexible with high-quality CPD opportunities through our Teaching School Hubs and Professional Development Institute where we are able to harness the very best practice.

The full job description and person specification are at the end of this pack.



Bright Futures



Bright Futures Educational Trust (The Trust) is a multi-academy trust set up in 2011. The Trust is made up of a richly diverse group of schools in Greater Manchester and Blackpool. We are passionate about working together within and beyond the Trust to achieve our aspirational vision: 'the best for everyone, the best from everyone'. We are an organisation that is underpinned by values of: Leadership, Integrity, Passion, Community, Equality and Resilience.

In everything we do, we remember that we are accountable to the children, families, and communities that we serve.

Leadership



Integrity



Passion



Community



Equality



Resilience



Acre Hall
Primary School
BRIGHT FUTURES EDUCATIONAL TRUST



Altrincham Grammar
School for Girls
BRIGHT FUTURES EDUCATIONAL TRUST



Barton Clough
Primary School
BRIGHT FUTURES EDUCATIONAL TRUST



Cedar Mount
Academy
BRIGHT FUTURES EDUCATIONAL TRUST



Elmridge
Primary School
BRIGHT FUTURES EDUCATIONAL TRUST



Lime Tree
Primary Academy
BRIGHT FUTURES EDUCATIONAL TRUST



Melland
High School
BRIGHT FUTURES EDUCATIONAL TRUST



Marton Primary
Academy and Nursery
BRIGHT FUTURES EDUCATIONAL TRUST



Rushbrook
Primary Academy
BRIGHT FUTURES EDUCATIONAL TRUST



The
Orchards
BRIGHT FUTURES EDUCATIONAL TRUST



Stanley Grove
Primary Academy
BRIGHT FUTURES EDUCATIONAL TRUST

Our schools have their own identities, form one organisation and have one employer, Bright Futures Educational Trust. Bright Futures' Board of Trustees maintains strategic oversight of the Trust and delegates some of its responsibilities to the Executive Team, Principals and local governing bodies. We place a high value on integrity and probity and take seriously our accountabilities for making the best use of public money. How decisions are made is described in our delegation framework. You can find out more about the Trustees and the Executive Team on our website: [About Us - Bright Futures Educational Trust \(bright-futures.co.uk\)](http://bright-futures.co.uk)

The Central Team includes the Executive Team: Lisa Fathers, CEO; Anna Sharpley, Chief Finance & Operations Officer; Sarah Schollar, Director of Education and Jayne Carmichael, Director of Professional Learning & Partnerships.

The focus of these roles is to work with schools, providing high-quality and timely guidance, leadership, challenge and support. In addition to the Executive Team, we have central operations for finance, communications and marketing, HR, educational psychology and digital technologies. Please see our website brochure which explains our central operations: [Why-Join-Bright-Futures](http://bright-futures.co.uk)

Professional Development Institute

Bright Futures Professional Development Institute is another important outward facing component of our organisation.

Underneath this umbrella we have several hubs. [Bright Futures Training](#) which provides school improvement services and CPD to over 700 schools, a North West Maths' Hub [NW1 Maths Hub](#), providing mathematics training and coaching to 500 schools, and a SCITT (School Centred Initial Teacher Training) [Bright Futures SCITT](#), which is the largest in the North West. Within the Development Institute, Bright Futures also has two [Teaching School Hubs](#), serving Manchester, Stockport, Salford, and Trafford. [Bright Futures Send Outreach](#) is another service which we provide across the North West. We have also been designated as an Early Years Stronger Practice Hub to work across the North West as the [Bright Futures Early Years Hub](#).



Collaboration and strong relationships form one of the 'commitments' in our Strategy and all components of the Bright Futures' family work closely together. Our Strategy was developed collaboratively and can be found on our website: [Our Strategy](#).

Marton Primary Academy

At our school every child truly matters. We believe passionately in placing their happiness, well-being and achievements at the heart of all we do. We pride ourselves in providing a happy, safe and supportive learning environment in which no child is left behind. We strive to ensure that each child works to the best of their ability and offer a wide range of opportunities to give every child a chance to shine. We aspire to ensure that our children leave us with the best possible foundations on which to build future learning. We are proud of our children and want our children to feel proud of themselves.

We provide high quality teaching and offer a strong, dedicated team of teaching and support staff who are committed to ensuring every child in our care is challenged to be the best they can be. High academic achievement is a priority and we are very proud of the children's academic achievements. We do all that we can, to foster a love of learning through offering a rich, stimulating curriculum and a wide range of extra-curricular activities. Marton Primary Academy and Nursery is a school where teachers love teaching and children love learning.

We are extremely proud to be part of Bright Futures Educational Trust. Being part of the Trust is a truly exciting opportunity for our school to further enhance the opportunities we offer. Bright Futures Educational Trust provides us with outstanding support and expertise from a wide network of leading professionals which helps staff and children alike achieve academic and personal excellence.

We are delighted to be a flagship school for inclusion and this permeates through all that we do. We are fortunate to have our own forest school on site, all children have a weekly forest school lesson and we have recently been awarded the Gold Award by the Woodland Trust. We promote sport through our school community and are proud of our competitive successes. We strive for excellence in all that we do and are proud to have been awarded quality marks in Sport, Science, Music and Art.



Why work for us?

We offer a great opportunity to join an organisation which really lives its values. Our working environment is very inclusive and whilst you can expect to be challenged in your role, you will be supported through professional learning, and treated fairly and with dignity and respect. Please see the Equality, Diversity, and Inclusion statement on our website.

Terms and Conditions

Salary	School Teacher Pay Terms and Conditions, dependent on experience. £32,916.00 - £51,047.00 Annually (FTE)
Holidays	Teachers Pay and Conditions
Contract	Fixed term to cover maternity leave
Pension	Teachers Pension Scheme
Other	We offer salary sacrifice schemes for purchasing bikes used for travel to work and technology for personal use, through monthly interest free salary deductions. We also offer opportunities for professional development.



A Great Place to Lead

At Bright Futures we offer endless opportunities to lead:

- Leadership coaching
- National Professional Qualifications (NPQ) and Early Career Framework (ECF) facilitation
- System leaders e.g., National Leaders of Education (NLEs)/Specialist Leaders of Education (SLEs)
- Involvement with school-to-school reviews
- Mentoring Early Career Teachers and trainee teachers
- Networks



How to apply

We can only accept completed application forms, rather than CVs. This is because the regulatory guidelines of Keeping Children Safe in Education (2021), require us to check various details of job applicants and an identical application format for each candidate enables us to do this. We use a process that does not identify personal characteristics to the shortlisting panel. This is part of our commitment to equality and diversity.

NO AGENCIES PLEASE.

Our application form is available online, along with the disclosure of criminal background form. The portal link is <https://mynewterm.com/school/Marton-Primary-Academy-and-Nursery/141867>. Alternatively, you can click Apply Now on this role via the current vacancies page of our website.

Closing date: Friday 4 September 2026

Shortlisting date: Monday 7 September 2026

Interview date: Wednesday 9 September 2026

Keeping Children Safe in Education

Bright Futures Educational Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out and references will be sought for shortlisted candidates and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Data Privacy

You can read the details of how we use the personal data that you provide us with in our Job Applicants' privacy notice on our website: [Applicant Privacy Notice](#).

Job Description

Core Purpose

Under the guidance of the class teacher, provide safe, high quality education and care for our children in Nursery and/or Reception.

Key Responsibilities

Teaching and Learning

- To be responsible for the effective teaching, learning and organisation of children assigned to you as required by the Principal.
- To set high expectations to ensure that all children are making good progress.
- To plan and teach lessons which are appropriate to children's individual needs that both inspire and challenge.
- To identify specific, clear learning objectives and detail how they will be taught and assessed.
- To plan appropriate learning outcomes based on high expectations.
- To identify individual needs and differentiate learning appropriately.
- To set clear targets, based on prior attainment, for children's learning.
- To record, evaluate and report on children's progress in line with school policy.
- Critically evaluate and modify your own teaching to improve effectiveness and raise standards.
- To work in partnership with additional adults assigned and manage their expertise and skills to maximise children's progress.
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all children.

Pastoral Support

- To work hard to ensure that every child feels secure, safe and successful at school.
- To promote the development of positive attitudes to learning and to school, developing the children's confidence and high self-esteem.
- To set and maintain high expectations of behaviour in accordance with the school's Behaviour Policy.
- To treat all children consistently and fairly and implement a fresh start approach to each new day.
- To promote the health and safety of children in all aspects of learning.

Community

- Develop and maintain positive professional relationship with all members of staff and professionals from other educational establishments and approved agencies.
- Work in partnership with parents/carers, creating positive links and good relationships.
- Report to parents/carers to share development, progress and achievement of pupils, and attend parent consultation meetings.
- Collaborate and work with persons and bodies outside the school and participate in meetings / events arranged.
- Be supportive of the academy's PTFA.
- Be supportive of the academy's extra-curricular activities.

Job Description

Professional Development

- Participate in Performance Management in accordance with school policy.
- Keep up to date with current curriculum developments and teaching methods.
- Attend and contribute to staff meetings as required.
- Participate in staff development opportunities as required.

Whole School Commitment

- Support and assist in developing the Academy's vision and ethos.
- Positively promote the Academy's work and reputation within positively at all times in the local and wider community.
- Demonstrate a commitment to the full life of the Academy and to work with all other members of staff to ensure the success of whole school initiatives as they occur in the school year.
- To support and assist in the development of the school policies.
- To undertake, with all other members of staff, general responsibilities concerned with the day to day running of the school.

Whole School Commitment

- To undertake any duties that reasonably fall within the purview of the post as required by the Head of School.
- You will be expected to attend relevant meetings as required, acting as a role model consistently promoting the Trust's vision, values and commitments.
- You will be expected to act as an ambassador ensuring that the Trust's high standards are promoted at all times.
- You will be expected to have a commitment to maintaining confidentiality and discretion inside and outside work.

Person Specification

Category	Essential	Desirable	Means of Identification
Qualifications, Education, training	• Qualified teacher status • Good academic qualifications to degree level • Primary Trained • At least GCSE or equivalent Grade C or above in English and Mathematics		Application form Certificates
Relevant Experience	• Relevant and effective teaching experience with children with Special Educational Needs • Effective use of teaching and learning strategies and Assessment for Learning for children with SEND • Experience of working with autistic children • Experience of using ICT effectively to support children with SEND.		Application Interview Tasks References
Knowledge, skills, and abilities	• Proven and effective classroom practice and expertise: ◦ Planning & delivery of the primary curriculum ◦ Establishment of good relationships with children, colleagues & parents ◦ Positive discipline and effective use of behaviour management in challenging circumstances ◦ Carefully planned curriculum to both stretch and scaffold learning ◦ Using assessment to move learning forward ◦ Good resource management & well-organized classroom ◦ Effective, stimulating learning environment ◦ Effective ICT to move learning forward		Application Interview Tasks References
Special Knowledge	• Demonstrate good knowledge and success towards meeting the professional standards • Strong understanding of what is required to secure outstanding teaching and learning • Strong subject knowledge of other National Curriculum subjects • Understanding of the practical application of Equal Opportunities and Inclusion in a school context		

Personal Attributes	• Ability to motivate and enthuse in children a love of learning • High expectations for all children in our school • Effective communication skills both verbally and in writing • Conscientious • Prepared to share and listen to others • An excellent team member • Emotional resilience in working in a range of challenging situations • Effective time management • Willingness to learn • Sense of humour		Interview
Additional Factors	• Excellent attendance record • Willingness to be part of a curriculum team • Willingness to contribute fully to the life of the school, including extra-curricular activities and PTFA events		
Safeguarding	• Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people	• Knowledge of 'Keeping Children Safe In Education' (KCSIE) and 'Meeting Digital and Technology Standards in Schools and Colleges' government guidelines	Application Form Interview Task
Our Values	• Leadership • Integrity • Passion • Equality • Communit • Resilience		Interview Tasks
Pre-Employment Screening	• Enhanced DBS check • Two satisfactory employment references, from the last two employers • Evidence of the right to work in the UK • ID Check • Online Screening • Section 128 checks		