



CANDIDATE INFORMATION PACK

Join us and become part of the future at Springwell Leeds Academy

Thank you for your interest in Springwell Leeds. We are a thriving community of Special (SEMH) practices in Leeds and a member of Wellspring Academy Trust.

Together, we make a difference for young people in our care both in Leeds and across the entire region.

These are incredibly exciting times for us as we grow in Leeds and times of great opportunity for all our staff.

Who are we...

Springwell Leeds is a provision for children and young people with Social, Emotional and Mental Health (SEMH) needs for the city of Leeds. We are an academy for 340 7-16 year olds on three sites across the city. Our three brand new buildings have been open since 2019.

Our aim is to provide the best possible care and education that we can for children and young people with Social, Emotional and Mental Health (SEMH) needs. Unconditional Positive Regard is at the centre of what we do and we are creating an academy that is welcoming, caring, safe, warm and believes that all of its pupils can be supported and empowered to succeed.

We create individual and personalised pathways for our students that are built around their varied needs and that will help them achieve positive outcomes and prepare them for their onward destinations into continuing education, work or training. In order to achieve this we have developed a curriculum that provides opportunities for academic progression as well as vocational learning, whilst being engaging, creative, and innovative.

We see strong relationships with students, parents, carers and the wider community as the key to our success - and we ensure that our academies are welcoming safe places for children to learn and prosper. We believe in working closely with our families and carers and welcome their support, but also realise that at times they will need our support too. We work closely with Leeds City Council and other agencies and schools to make sure we do all we can to make learning and life the best it possibly can be.

What We Are About...

Relationships. Unconditional Positive Regard. Trauma-informed Practice. Restorative Practice. Continuous Professional Development. Pupil-focussed. Needs-focused.

What Our Staff Say...

'No two days are the same!'

'I enjoy working with the most vulnerable children, as I feel like I am really making a difference'

'We are like a family here'

'The job is rewarding and fun. You will build amazing relationships with students, staff and parents.'

'There are opportunities to progress onto other roles within Springwell.'

'I love being a part of a wonderful team who are so resilient and caring.'

What Our Children Say...

'We have an amazing massive building with loads of different children.'

'The staff help me manage my emotions and regulate.'

'The teachers find things we love and do them with us.'

'They teach us new things like how to tie our shoelaces.'

'We know the adults have our backs.'

'Adults know when we are mad and know how to help us calm down.'

Subject Leader for Maths

We are looking for exceptional and creative Subject Leaders for Maths who are outstanding Maths teachers and who are passionate about providing the best possible education and care for vulnerable students. These posts will involve teaching Maths up to GCSE level as well as a range of other appropriate qualifications, depending on the needs of the students. As a Subject Leader for Maths you will lead the implementation and the delivery of the Maths curriculum, working collaboratively with the Subject Leaders for Maths at our two other sites. You would support a team of non specialist teachers in delivering high quality Maths to Key Stage 2 and 3 students.

These positions would suit an experienced Leader or an exceptional teacher who is ready for a Leadership position. The successful candidates would need to have a proven track record of exceptional practice, and be someone who is able to work with vulnerable pupils with social, emotional and mental health difficulties (SEMH). It would suit individuals who are passionate about making a real difference to students' life chances and supporting them in achieving their potential in essential life skills, which is a high priority for Springwell Leeds. The ability to be creative and use imaginative flair to engage is essential, along with having resilience, drive and high expectations to inspire students to achieve. As we are a growing Academy it may also provide an opportunity for further leadership opportunities in the future.

JOB DESCRIPTION

Job Title:	Subject Leader Maths
Job Reference No.:	Springwell Leeds
Grade:	TLR 2C
Responsible to:	Assistant Principal
Key Areas: <ul style="list-style-type: none">● Provide education for pupils that are within a specialist setting● To use creative approaches within curriculum development● To develop learning programmes within your specialist area● To develop collaboratively curriculum packages and programmes to support pupils needs● To lead and support class teachers in confidently delivering maths learning to aid pupil progress● To supervise support staff within the setting● To liaise with Senior managers and others about pupils● To maintain an up to date knowledge of key curriculum areas linked to role	
General Duties and Responsibilities: <ul style="list-style-type: none">● To act as tutor to appropriate group● To provide a safe and secure educational setting based on nurture principles● To teach pupils within the school as necessary to their needs (including delivery of GCSE and other accredited courses)● To baseline assess pupils in cooperation with the SENCO so as to develop an individual learning plans to support learning and behaviour for each pupil● To help develop an ethos that can provide support and education for pupils to help sustain them within education successfully based on the concept of 'unconditional positive regard'● Collaboratively address any barriers to learning associated with all areas of the national curriculum but with a particular focus upon identified curriculum areas.● To provide relevant documentary evidence for all pupils● To attend any relevant training● To undertake any other duties commensurate with the post as directed by the Senior Leadership Team	
Leadership and Management <ul style="list-style-type: none">● Lead, coordinate and evaluate the teaching of Maths across the whole school, working in collaboration with the two other Subject Leaders for Maths at the other two sites.● To take responsibility for the development of schemes of work, assessment, lesson planning● Keep staff up-to-date on national, local and school curricular Developments in Maths.● Ensure that the environment and ethos is understood by all and underpins and enhances students' learning and rewards students' achievements.● Take responsibility in identifying individual training needs and provide support for colleagues in the teaching of Maths	

- Take active responsibility for the professional development of staff in relation to Maths, including the induction of new staff.
- Work cooperatively with the Coordinator for Literacy and Numeracy to develop the school's literacy and numeracy programme.
- Line manage other staff as appropriate
- Lead and/or contribute to, when appropriate, school working parties with a view to informing school policy and decision-making.
- Act as a role model to colleagues and encourage collaboration, cooperation and teamwork.
- Monitor and evaluate the quality of Maths teaching and learning on site following school quality assurance systems to review the impact of teaching on pupil progress.
- Be proactive in analysing relevant data to make judgements' updating pupil progress.
- To provide progress reports to SLT and governors as appropriate.
- Be responsible for the planning and evaluation of the school programmes as relevant to your TLR area of responsibility.
- Manage efficiently and cost-effectively the resources available to the Department and set up systems to ensure good stock maintenance.
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EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Desirable criteria. Please bear in mind that you must possess the essential criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting.

Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments wherever possible and it would help us to know your needs in order to do this.

Post Title: Subject Leader	Directorate / School: Springwell Leeds Academy	Grade / Scale: MPS + SEN Point + TLR
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Criteria No.	Attributes	Criteria	How Identified	Rank
1.	Relevant Experience	Experience of planning and delivering GCSE Maths and other Maths accreditation	Application Form / Interview	Essential
2.		Experience of teaching vulnerable pupils with social, emotional and mental health (SEMH) difficulties	Application Form / Interview	Desirable
3.		Experience of working effectively within a multi disciplinary assessment and/or support context for vulnerable young people	Application Form / Interview	Essential
4.	Education and Training Attainments	Qualified teacher status / QTLS in required areas	Application Form / Interview	Essential
5.		Maths A-Level and relevant Maths content at degree level preferred	Application Form / Interview	Desirable
6.	General and Special Knowledge	An understanding of current approaches to the support of young people with SEN / SEMH difficulties	Application Form / Interview	Essential
7.		Knowledge of legislation as it applies to pupils with SEN / SEMH	Application Form / Interview	Desirable
8.		An understanding of potential barriers which may face young people with SEN / SEMH and those at risk of offending in accessing education	Application Form / Interview	Essential
9.	Skills and Abilities	Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams.	Application Form / Interview	Essential
10.	Leadership	Experience of outstanding leadership	Application Form / Interview	Essential
11.		Proven ability to make a positive impact in leading a subject or area beyond own class and successfully developing staff through leading in serve training.	Application Form / Interview	Essential
12.		Proven record of raising standards for all pupils, including underachieving pupils.	Application Form / Interview	Essential

13.	Additional Factors	Good oral and written communication skills.	Application Form / Interview	Essential
14.		Ability to work effectively as a team member.	Application Form / Interview	Essential
15.		Highly organised.	Application Form / Interview	Essential