

Specialist Teacher in ARP

(Maternity Cover)

<https://mynewterm.com/jobs/147884/EDV-2026-OBA-05731>



RECRUITMENT PACK

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Proud member of Impact Education Multi Academy Trust

Our Academy

It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to Old Bank Academy.

Old Bank Academy is an inclusive school that caters for the needs of all children aged 4-11 years old. We pride ourselves on the friendly atmosphere of our school community, which enables our children to thrive and reach their potential in all aspects of their life. We are passionate about improving the life chances of young children in our school community and children are encouraged to develop themselves as fully rounded, emotionally intelligent individuals.

As part of Impact Education Multi Academy Trust, we are passionate about making a difference and inspiring children to be resilient and confident learners with a love for learning. Here at Old Bank, we want our children to be excited about learning and to develop their knowledge, skills and understanding across a wide curriculum. We believe in celebrating success and ensuring that children feel valued.

At Old Bank, we work in partnership with parents and carers. We value the contributions of a child's whole family and are committed to building strong links with the community. We know that the more parents are engaged in their child's learning, the more they will achieve!

Mr Paul Brook
Headteacher





Post: Specialist Teacher in ARP
Salary: MPS/UPS + SEN Allowance
Contract Type: Maternity Cover, Full Time
Closing Date: 9am, Wednesday 20th May 2026
Interview Date: Friday 22nd May 2026

Job Description

Post: Specialist Teacher in ARP

Core Purpose

This role is in the Additionally Resourced Provision (ARP) based at Old Bank Academy which provides support for pupils with Cognition and Learning and Complex Communication needs, their families and the main academy. This Additionally Resourced Provision is a provision for KS1 and KS2 pupils.

You will work in partnership with the academy, and the wider team in relation to organising, delivering and evaluating learning of the children placed in our ARP. You will also work in partnership with parents/carers and families in order to build confidence and trust.

This role is required to work as part of an academy-based provision.

If you would like to request a tour of the school or meet with us informally before applying for the role, please contact our main office on 01924 495790.

Responsibilities

To carry out the professional duties of a teacher outlined in the most recent Teacher's Pay and Conditions document, including Teachers Professional Standards.

Additionally, the post holder may be required to work with the main school to support with integration of pupils with Special Educational Needs and offer advice and support with regard to pupils with Special Educational Needs.

Pupil Progress

1. Contribute to reviews of support plans and EHCP reviews of identified pupils.
2. Monitor, report and evaluate the effectiveness of the support provided by ARP staff
3. Take pastoral responsibility for named pupils within the Additionally Resourced provision.



4. Responsibility for sharing progress with school, parents and agencies, through home reports, placement reports and transition plans.
5. Set and evaluate individual targets (academic and personal/social) including IEPs, review and report on progress for all designated pupils.

General teaching responsibilities

1. Plan, deliver and review specific teaching programmes (including schemes of work) for specific children and young people with a range of difficulties.
2. Provide and give advice about creating a stimulating educational environment for specific children and young people with a range of difficulties.
3. To support curriculum development and differentiation.
4. To contribute to the planning, delivery and review of the overall curriculum.
5. To support on maintaining good order and discipline.
6. To support pupils and staff in mainstream schools to facilitate inclusion.
7. To prepare reports as necessary for assessing, planning, monitoring, reviewing and evaluating pupils' progress.
8. To attend meetings as required by the Headteacher.
9. To support pupils and their parents/carers to make the most of the educational opportunities
10. To liaise with other agencies when appropriate e.g. social care, health agencies, voluntary and community sector organisations,

Standard section for all jobs

1. To keep abreast of developments in the areas of curriculum, teaching and learning, inclusion and SEND needs.
2. To participate in Continuing Professional Development (CPD) and Performance Management as negotiated with the Headteacher
3. To carry out any other duties, appropriate to the level reasonably expected of a teacher of equivalent role and responsibility, relating to the efficient organisation of the provision and school.
4. The teacher's duties must at all times be carried out in compliance with IMPACT Equal Opportunities Policy and other policies designed to protect employees or service users from harassment.
5. Take reasonable care of the health and safety of self, other persons and resources whilst at work.
6. Co-operate with management of the school as far as is necessary to enable the responsibilities placed upon the school under the Health and Safety at Work Act to be performed, e.g. operate safe working practices.
7. It is the duty of the teacher not to act in a prejudicial or discriminatory manner towards service users or employees. The teacher should also counteract such practice or behaviour by challenging or reporting it.
8. To be responsible for carrying out the appropriate duties set out in the Teachers' Pay and Conditions Document as directed by the Headteacher.





9. As part of your wider duties and responsibilities you are required to promote and actively being vigilant and doing something about any concerns you might have. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places,

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.



Person Specification

Attributes	Essential	Desirable	How Identified
Relevant Experience	<p>Recent experience of teaching pupils with complex needs.</p> <p>Excellent classroom practitioner with the ability to motivate and inspire pupils and meet individual needs.</p> <p>Experience of supporting staff in the writing and management of My Support Plans and EHCPs</p> <p>Experience of assessing pupils with SEND needs</p>		<p>Application</p> <p>Certification</p>
Education & Training Attainments	<p>Qualified Teacher Status.</p> <p>Recent and Relevant CPD</p>		<p>Application</p> <p>Interview</p> <p>References</p>
General and Special Knowledge	<p>Knowledge and understanding of the SEND code of practice and effective strategies and approaches to support children with cognition and learning needs</p> <p>Ability to promote inclusion and meet the additional needs of all pupils.</p> <p>Commitment and ability to raise standards for all pupils.</p> <p>A well-developed current knowledge of the Primary curriculum.</p> <p>A working knowledge of the assessment procedures including the recording, reporting and analysis of children's progress and development.</p> <p>A good working knowledge of ICT and its use across the curriculum.</p>		<p>Application</p> <p>Interview</p> <p>References</p>
Skills & Abilities	<p>Ability to support staff development.</p> <p>Ability to work in a solution-focused, flexible manner</p> <p>Ability to support the development of a positive team spirit, communicate effectively, delegate and negotiate, when necessary, with sensitivity.</p> <p>Willingness to lead aspects of INSET/CPD.</p> <p>Ability to remain calm and supportive at all times.</p> <p>Effective communication skills with a variety of stakeholders.</p> <p>Ability to support the review and effectiveness of the ARP</p> <p>The ability to analyse and interpret data.</p> <p>Ability to adapt and be flexible to the needs of the ARP</p>		<p>Application</p> <p>Interview</p> <p>References</p>





CEO Welcome

I am proud to welcome you to **Impact Education**. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale and Kirklees, West Yorkshire.

Our **vision** is to be a Trust **where hearts and minds connect**; values-driven partners who work collaboratively to provide a high-quality whole education that impacts positively on our young people. We are on a **mission** to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our **people** are empowered to create, explore, share and learn from each other and the wider system. They have access to high quality continued professional development and learning. We work hard, but not at the expense of wellbeing, and we want all our people to feel valued, respected and happy in their work.

Our **values** of Heart, Mind and Connect underpin everything we do and our **core principles** articulate how we will live these out.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,

Mick Kay
Chief Executive Officer

Our Trust Our Family



Our family of academies work collaboratively to create a trust **Where Hearts & Minds Connect** with value-driven partners to ensure education impacts positively on students, staff and communities we serve.



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Benefits of Joining

All colleagues receive a planned induction to ensure the best start possible. We are also very proud of the professional learning opportunities across our Trust which are part of our Canopy offering. Canopy means professional learning for everybody across Impact trust – whatever your school, whatever your role and whatever your interest. A place which inspires us all to grow and develop and pushes us all to be our professional best. These opportunities vary from ITT Training, NPQ's, HLTA, SEND TA , Wellbeing Champion Apprenticeships and many more. Early Career teachers are supported through a range of networks and have access to fully trained mentors and coaching opportunities.

You will also have opportunities to develop your skills and knowledge by working across the Trust on school improvement workstreams.

Staff wellbeing is important to us and colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which gives access to a range of benefits:

- Car Benefit Scheme
- Cycle to Work Scheme
- Employee Assistance Programme (Including LifeWorks health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)
- Gym Discounts
- Mobile phone deals
- Retail Discounts Scheme

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which provides access to a range of benefits outlined below. We also complete an annual Trust listening survey and our Colleague Ambassadors support the development of action plans to help us work towards our goal of being a Great Place to Work.

We listen to our colleagues and measure the health of our culture through our partnership with The Happiness Index. We use their employee engagement and happiness platform to gather feedback anonymously and help drive a happier, healthier and higher-performing organisation.

For further information about working for Impact Education MAT, please visit our website: www.i-mat.org.uk/working-for-us/

