



NEWTON WOOD BARN
INDEPENDENT SCHOOL

SEN Teacher

Information for Candidates





Welcome from the proprietor

Dear Candidate,

On behalf of the Governance Team, I am delighted to invite applications for the position of specialist teacher at Newton Wood Barn School. This is an opportunity for an enthusiastic, reflective and visionary practitioner to join a collaborative, newly registered small school and growing community.

Newton Wood Barn School is a fully inclusive setting that welcomes all pupils and is proud to align with the Rotherfield Park Estate. The co-educational special school is currently registered to host pupils from yr4 - yr9. This position will suit a middle school experienced teacher. You will join a happy, newly formed staff team committed to our ethos and central values of 'Connection, Community and Creativity.' The successful candidate will be supported by an experienced and skilled governance team who know and understand the community and who hold high expectations for both pupils and staff.

Newton Wood Barn is part of a wider vision. Alongside the current ten-place school we have a successful alternative provision and there are exciting developments ahead. Plans are in place to establish a new primary provision for Reception to Year 3, followed by the development of a secondary school, creating a coherent and values-led educational journey. We are seeking an innovative, responsive and tenacious practitioner, ready to embrace a new project led curriculum who can truly embrace our 'relational' approach.

We are seeking a teacher who shares our ambition for every child, understands the importance of developing the whole child, and can inspire a community to grow with confidence, care and purpose. If you are passionate about making a meaningful difference and excited by the prospect of working in a small, values-driven school while helping to shape a wider educational vision, we warmly encourage you to apply.

We look forward to welcoming applications from teachers ready to write the first chapter in Empshott LLP and Newton Wood Barn School's successful and evolving story.

Yours sincerely,

Alice Anstee. (Proprietor)



Empshott LLP

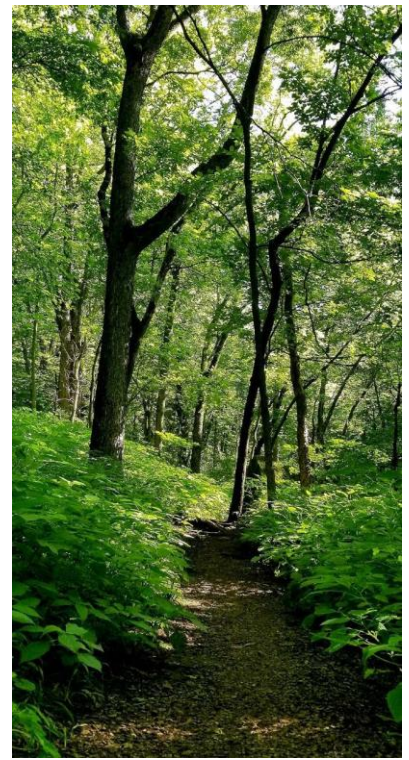
About the Company

Newton Wood Barn is part of a wider offer- a provision under the Empshott LLP umbrella. Empshott LLP is a joint venture with Alice Anstee and the Rotherfield Park Estate.

As a company Empshott LLP's remit is to provide a safe harbour, intervention and education to children not in mainstream and in need of specialist provision.

All entities under Empshott LLP offer three common principles;

- **Relational Approach** - We place relationships at the heart of our work, recognising that behaviour is communication and that strong, trusting connections between pupils, staff, families, and the wider community are essential for well-being, belonging, and learning. Our leadership, teaching, and behaviour practices are grounded in empathy, respect, and consistency. We adapt our approach to meet young people where they are, through connection, curiosity, empowerment, and equity.
- **Green Spaces** - We purposefully design and provide calm, low-arousal natural spaces within our school environments to support well-being and regulation, alongside the active use of outdoor environments to enhance the curriculum. Learning with and from nature builds curiosity and resilience, recognising the benefits young people gain from being outdoors while embedding sustainable practices such as responsible recycling, mindful use of resources, and awareness of our carbon footprint. This supports pupils to become stewards of the natural world.
- **Food for Growth** - Food for Growth is a community-centred, inclusive approach to food education that supports well-being and learning, respects diversity, culture, and access, and is rooted in nourishment and environmental respect. The initiative is based on an informed understanding of food and nutrition, recognising the strong connections between well-being, learning, and sustainability.



Newton Wood Barns

Within the location we have a newly registered Independent special school currently providing 10 places. This is a small but beautifully formed co- educational setting for children from year 4 to year 9.

Separately, Newton Wood Barn site also hosts an Alternative Provision, hosting 14 children daily.

Pupils that attend Newton Wood Barn School will be in receipt of an Educational Health Care Plan. The school supports children, not just academically but with regulation, self-esteem and confidence.

Newton Wood Barns is situated on the Rotherfield Park Estate. A beautiful working set of country houses and farms. The pupils here will be invited to join in with many community activities as our ethos is to connect with nature, the environment and with the community.

At Newton Wood Barn School we believe that education is most powerful when it begins with relationships, connection, and curiosity. As a small independent specialist school for up to 10 pupils from Years 4 to 9, we provide a nurturing and inclusive environment where every child feels safe, valued, and inspired to learn.

Our ethos is rooted in three core values:

Connection – building trust through genuine relationships, empathy, and respect.

Community – creating a sense of belonging where pupils, families, and staff support one another.

Creativity – encouraging flexible, imaginative approaches to learning that celebrate each child's unique strengths.

Our size is our strength. It allows us to truly know each child, celebrate their individuality, and create an environment where difference is embraced as strength, not deficit.

Our Values

Our values shape how we work with pupils and each other, demonstrating:

Empowerment and Confidence

recognising their strengths, celebrating achievements, and taking ownership of their learning and future.

Respect and Appreciation of Diversity

celebrating differences, respecting themselves, others, and the environment, and developing awareness of sustainability.

Honesty and Humility

developing integrity, open communication, curiosity, and a willingness to grow.

Readiness for the World of Work

building independence, resilience, problem-solving, and employability skills, preparing for meaningful engagement in work, learning, and society.

We empower pupils, celebrate diversity, foster integrity and curiosity, and equip them with the skills and confidence to thrive in learning, work, and life.

Open to Work

Who are we looking for?

We are seeking an ambitious teacher who values our community and will embrace the school with all its new opportunities. Not only to develop the registered school's reputation as a new, independent specialist school, but to think imaginatively about its future.

We are seeking an outstanding practitioner - kind, compassionate, humble, and with exceptional interpersonal skills. Working within a supportive, values-driven culture, you will shape the school's future, ensuring pupils are academically and socially equipped to succeed. You will have a proven track record of facilitating learning and a commitment to championing a culture of safeguarding, so all pupils are safe, supported, and able to thrive. You will also model professional self-awareness and reflective practice

Your ability to build strong relationships across diverse communities of pupils and families, alongside a strong moral compass and unwavering belief in every child's potential, will set you apart. You will benefit from an enthusiastic Governance Team, the support of Rotherfield Park Estate, and a committed set of colleagues within all the team at Newton Wood Barn School.

How to Apply / The Recruitment Process

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, or arrange a visit to the school, then please contact: Alice Anstee, alicea@eg.school

We have an online application form that can be accessed via MyNewTerm.

Please be aware that we cannot accept CVs for this post. We welcome applicants to inform us if you need any adjustments, arrangements or access needs as part of the recruitment process.



Safeguarding

The post is subject to an enhanced Disclosure and Barring Service (DBS) and barred list check. References will be taken up for all shortlisted candidates prior to interview. The school reserves the right to complete online searches on shortlisted candidates, and the recruitment panel may take this information into consideration during the recruitment process.

This post is exempt from the Rehabilitation of Offenders Act 1974, and the successful applicant will be required to apply for an enhanced DBS certificate. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the Disclosure and Barring Service (DBS).

Your Supporting Statement

We kindly ask that all applications are accompanied by a personal statement outlining your suitability for the role. Your personal statement should not exceed 1500 words and needs to address the following points:

- Demonstrate how your background and principles, in both your career and personal life, show that you are the ideal candidate to guide and advance our school, addressing each aspect of the Person Specification.
- Your motivation for wanting to become part of the teaching team at Newton Wood Barn School.

For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

Salary: M3 Upwards

Closing Date: May 15th 2026

Shortlisted candidates notified by: May 15th 2026

Interview Dates: 18th-22nd May 2026



Job Description

This is more than a teaching role: it is a chance to shape lives, elevate outcomes, and embed a culture where every young person can thrive. We are seeking an ambitious, innovative teacher for our newly registered independent special school and provision, while contributing to the vision and development of future educational sites within the organisation.

Main Purpose

As teacher you take on the role of a specialist teacher with competent strengths in Maths and English but with direct strengths in any foundation subject. The curriculum at Newton Wood Barn is based in project led activities alongside core subjects. We seek a teacher that can facilitate learning within the 'prep' stage of Yr4-yr9.

What expertise can you bring to this growing team?

Teaching within the Organisation

Teaching & Learning

- Plan and deliver engaging, differentiated lessons across a broad curriculum for pupils in Years 4–9.
- Create highly personalised learning pathways tailored to individual EHCP targets, academic levels, and interests.
- Use innovative teaching methods including project-based learning, outdoor learning, technology, and therapeutic approaches.
- Adapt curriculum content to ensure accessibility while maintaining high expectations.
- Foster curiosity, independence, resilience, and confidence in every learner.
- Ensure that quality of provision is at the centre of the organisation and class management of pupils, lessons, activities and resources.



SEN Provision

- Identify and respond effectively to a range of additional learning needs.
- Implement strategies for communication, sensory regulation, emotional wellbeing, and executive functioning.
- Monitor progress against academic, social, emotional, and developmental targets.
- Contribute to annual reviews, progress reports, and support plans.
- Work collaboratively with therapists, educational psychologists, and external professionals.



Teaching

- Ensure the curriculum is broad, balanced, diverse and flexible, including academic, project hands on and vocational routes.
- Create the conditions for creative, responsive and effective teaching and learning.
- Promote a culture of inclusion, confidence, respect and aspiration.
- Keep learning at the centre of strategic planning and resource management.
- Set challenging but individual progress targets for all pupils.
- Maintain effective systems for assessment, recording and reporting.
- Use data and benchmarks to rigorously monitor all progress.
- Develop strategies to secure high standards of engagement and encourage attendance.

Qualifications and Training

- Educated to degree level
- Evidence of continuous professional development
- or training in preparation for leadership.
- Qualified Teacher Status

Experience

- ✓ Successful experience in schools.
- ✓ Demonstrable track-record of success in high level teaching, open to change and improvement in a comparable organisation.
- ✓ Demonstrate consistently high standards of principled and professional conduct, meeting the Teachers' Standards and the Seven Principles of Public Life, and to be responsible for providing the conditions in which teachers can fulfil them.
- ✓ Experience of creating, implementing, creating and sustaining a positive and effective safeguarding culture.
- ✓ Track record of achievement in raising standards and outcomes and achieving outcomes..
- ✓ Experience in school self-evaluation and development planning

Relational Approach

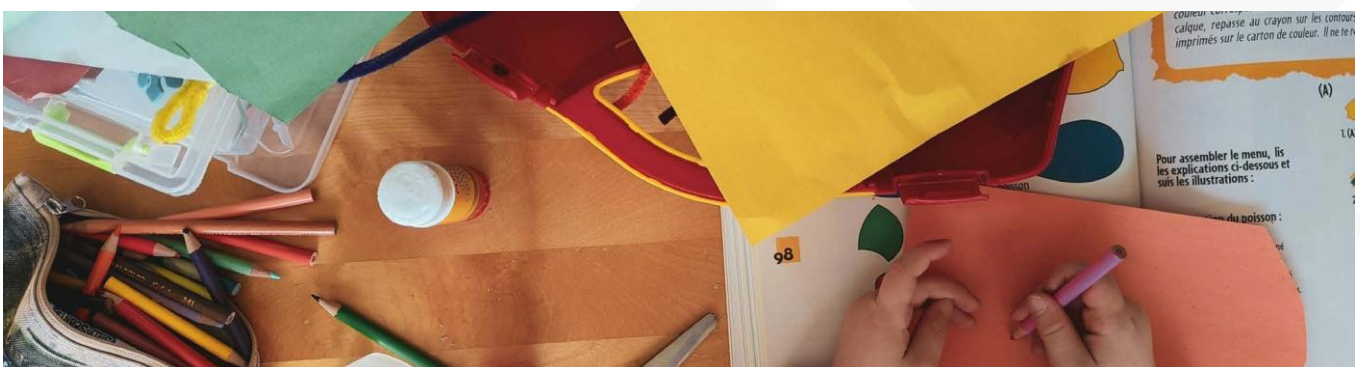
- Build strong, trusting relationships with pupils and families.
- Provide consistent pastoral support and promote emotional safety.
- Use restorative and trauma-informed approaches to behaviour and wellbeing.
- Support pupils to develop self-esteem, friendships, and self-advocacy skills.

Community

- Build a school culture and curriculum that reflects the richness and diversity of the community.
- Develop strong partnerships with parents and carers.
- Integrate learning experiences with the wider community and external agencies.
- Promote positive strategies to challenge discrimination and remove barriers to learning.
- Seek opportunities to involve families, community figures, businesses and organisations in school life.
- Ensure communication with the community positively impacts pupil achievement

Leadership & Innovation

- ✓ Help shape and develop an outstanding small-school model of SEN education.
- ✓ Contribute ideas for curriculum innovation, enrichment, and whole-school improvement.
- ✓ Lead small-group or one-to-one interventions where appropriate.
- ✓ Maintain a reflective practice and engage in ongoing professional development.



Knowledge and Understanding

Teacher

Curriculum & Project-Based Learning: Demonstrates expertise in designing and leading a curriculum that uses project-based learning to engage pupils, develop real-world skills, and ensure measurable, personalised progress across subjects.

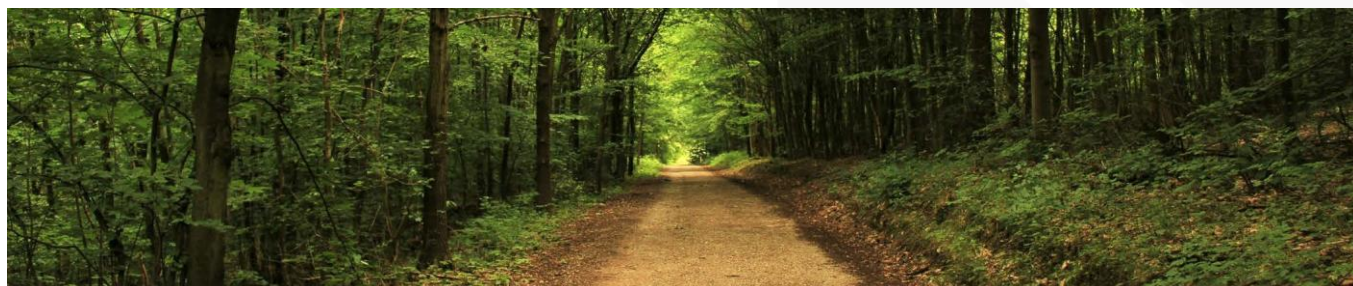
SEND: Has comprehensive understanding of SEND legislation, diverse needs, and inclusive practice, ensuring pupils' learning, well-being and development are fully supported and maximised.

Safeguarding & Well-being: Champions a culture of safeguarding and pupil well-being, ensuring all policies, practices, and staff training protect and support every child to thrive academically and socially.



Personal Qualities

- ✓ Strong team philosophy, sets priorities, agrees and achieves ambitious goals and targets.
- ✓ Outstanding ambassador for the school with clear values and moral purpose, who can articulate and model the vision of the school.
- ✓ Thinks creatively to anticipate and create solutions.
- ✓ Acknowledges excellence and challenges poor performance.
- ✓ Inspires, motivates and empowers staff, pupils, families and the community.
- ✓ Enjoys working with, and has empathy for, children from all backgrounds.
- ✓ Works collaboratively with others, delegating appropriately
- ✓ Seeks and acts on feedback from others, including the governance team and staff group.
- ✓ Adaptable and creative in changing circumstances. Shows resilience and decisiveness under pressure.
- ✓ High level of perseverance, energy and enthusiasm for the school.
- ✓ Willing to be involved in all aspects of school life.



Newton Wood Barn School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) and barred list check. References will be taken up for all shortlisted candidates prior to interview. The School reserves the right to complete online searches on shortlisted candidates, and the recruitment panel may take this information into consideration during the recruitment process. This post is exempt from the Rehabilitation of Offenders Act 1974, and the successful applicant will be required to apply for an enhanced DBS certificate. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the Disclosure and Barring Service (DBS). Amendments to the Exceptions Order 1975 (2013, 2020 and 2023) provide that certain convictions and cautions are "protected". These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or see here [Unlock - Filtering Guidance](#). Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure and Barring Service before your appointment is confirmed.