



Stoke Newington School
& Sixth Form

Recruitment Pack

Additional Resource Provision (ARP) Personal Development Teacher

Required for September 2026

Compassion



Ambition



Resilience



Excellence



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Headteacher's Welcome

Dear Applicant,

A warm welcome to Stoke Newington School (SNS) and thank you for your interest in the post for **Additional Resource Provision (ARP) Personal Development Teacher**. This is an exciting time to be working with us we enhance our SEND provision with the opening of our new site SNS Hub.

We are an inclusive school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our most recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils,” and “teachers have strong subject knowledge and are passionate about their subjects.”

This is a new position for the school where you will play a key role in shaping high-quality Personal Development teaching for students that require a more personalised and therapeutic approach to their learning. You will teach Personal Development and deliver targeted interventions mostly within the ARP setting, to a range of Key Stage 3 to Key Stage 4 students with Social Emotional Mental Health (SEMH) identified as their primary need.

Our vision for the ARP is ambitious and in turn we are looking to build an outstanding team of motivated staff who are passionate about raising outcomes for students with SEMH needs. You must have excellent interpersonal skills, resilience, and a strong commitment to inclusive education. The ability to build positive relationships and engage students with learning will be essential.

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer
Headteacher



The ARP

In collaboration with Hackney Education, we are truly proud of the unique offer that we have designed for our students and one that aims to push the boundaries beyond what would typically be provided within an ARP setting. Given the provisions unique setup, it is important that applicants hold a clear understanding of the ARP offer which is situated on our new site SNS Hub that sits adjacent to the main school.

Provision Overview

Due to open early 2027, the ARP will form part of a new multi-functional site that brings together two complementary facilities: SNS Media Studios and the Additional Resource Provision (ARP). Together, these spaces will provide a smaller, highly supported learning environment for students with an Education, Health and Care Plan (EHCP) where Social, Emotional and Mental Health (SEMH) is their primary need.

The ARP will provide 32 places across Key Stages 3 and 4, with class sizes of up to 8 students with a 1:4 staff-to-student ratio. Students will follow a bespoke timetable, accessing learning across both the ARP and the main school where appropriate. Our approach prioritises successful reintegration into main school lessons over time, while recognising that some students will benefit most from remaining in the ARP through to the end of Key Stage 4.

Curriculum Overview

We recognise that whilst alignment with main school practice will be crucial ARP students will require a highly adapted curriculum to enable them to achieve their best academic outcomes and promote their personal development. Co-planned with education and health professionals' students will study a broad range of subjects such as Maths, English and Science, Physical Education, alongside Media, Work Skills and Personal Development & Wellbeing. Creative and project-based learning will be interwoven with timetabled therapeutic interventions, enrichment and work experience which all ARP staff will be required to support with.

Our Vision

Our aim is clear: To raise academic outcomes of students with SEMH needs and equip them with the skills, resilience and qualifications they need to thrive in adulthood. Successful applicants will play a key role in shaping their area of the provision and encouraged to explore innovative ways to best meet each student's needs. To achieve this, we are building a team of passionate, motivated and skilled professionals who are committed to inclusive practice and contributing to shape something truly meaningful from the ground up.

For more information on SNS Hub and the ARP facilities please visit the school website.

Best wishes,

Aaron Critoph
Director of SNS Hub





Equality at SNS

We are incredibly passionate about creating a fair and equal community within our school. We set out these objectives to achieve and maintain an environment where every young person feels valued, cared for, and empowered to succeed.

Objective 1

Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups.

Objective 2

Reduce the incidence of the use of racist, homophobic, biphobic, transphobic and sexist language by pupils in the school.

Objective 3

Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Objective 4

Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities.

Performance

You can view and download the full 2022 Ofsted report [here](#). For performance tables and more statistics about our school, please visit our page on the [Department for Education website](#).

Staff Benefits

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.



Development and Training

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning POD is the teacher training, professional development, and quality assurance element of our school. The POD, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioners and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

Staff working at the ARP will be further supported by a separate SNS Hub CPD programme designed in collaboration with the schools link Educational Psychologist and Speech and Language Therapist.

Flexible and Family Friendly

We know it can be challenging finding the right work-life balance. We want the absolute best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for

similar schools, and we always try to accommodate if the timetable and resources permit. It is important that staff who are parents, do not miss important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important moments. As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.



Pensions

Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

Health and Wellbeing

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.

All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health, and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

Getting to Work

By public transport: Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car: We have on-site parking. Applications will be considered on an individual basis. Please note, Stoke Newington School resides on a School Street which means you cannot enter Clissold Road between 8.30am-9.30am or 3pm-4pm. You can leave the road at any time.

Cycle Scheme: We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

Discounts

Staff are offered a Vectis card, this is a discount card offering savings across retail shops, tourist attractions and holidays. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

SNS Staff Association

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.





Job Advertisement

Additional Resource Provision (ARP) Personal Development Teacher

Required for September 2026

Inner London Pay Scale plus SEN allowance (£2,787)

The School

This is an exciting opportunity to contribute to the opening of a new provision within a successful and popular 11-19 inner-city comprehensive school. The school is especially committed to creative teaching and learning. We aim that every colleague has excellent professional development which leads to every student having an outstanding education. Stoke Newington School is dedicated to being anti-racist, and inclusive, by striving hard to challenge through our curriculum.

In collaboration with Hackney Education, the school is establishing a 32-place Additional Resource Provision (ARP) for students with Social, Emotional and Mental Health (SEMH) needs as their primary area of need. The ARP, located opposite the main school site at SNS Hub, allows students to follow a bespoke mainstream education while receiving specialist support.

The Post

The ARP Personal Development Teacher will play a key role in delivering high-quality Personal, Social, Health and Economic (PSHE) and Relationships and Sex Education (RSE) within the ARP, including the introduction of a new Personal Growth and Wellbeing BTEC. With preparation for adulthood being a key aim of the provision you will lead on ensuring Personal Development is woven across the wider ARP curriculum and ensuring students engage with regular work experience and enrichment opportunities. Based primarily at the ARP, you will raise academic outcomes for students with SEMH needs ensuring access to a curriculum that supports personal development, emotional wellbeing, and progression into further learning. You may also be expected to work with students receiving ARP support in the main school, particularly those integrating from the ARP into main school lessons.

Due to the small size of the provision that operates on its own site, you will not be scheduled for a full timetable of classroom teaching. As a result, you will also be required to deliver targeted small-group interventions, supervise or lead therapeutic or enrichment activities, and supervise student lunchtimes that would not typically fall within the remit of teaching staff in the main school. This broader range of responsibilities is essential to maintaining a high-quality, nurturing environment where students form strong relationships with staff.

You will work closely as an ARP team to ensure students are engaged, make excellent progress, and are successfully supported in their educational journey. We are also committed to ensuring that ARP staff are fully included in the wider school community, recognising that integration is vital for staff wellbeing and a well-aligned quality of education.



How to Apply

If you are interested in joining our team please apply via MyNewTerm using [this link](#).

Please note that we will no longer be accepting applications made via the application form.

The closing date for receipt of applications is **midday Tuesday 5th May 2026**.

Interviews to take place in person on **Friday 15th May 2026**.

Our school is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. The successful applicant will be required to undertake pre appointment vetting checks in line with Keeping Children Safe in Education statutory guidance including an Enhanced DBS check. References will be sought and online searches will be carried out for all applicants invited to interview.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



Job Description

Title of Post: Additional Resource Provision (ARP) Personal Development Teacher

Salary: Inner London Pay Scale plus SEN allowance (£2,787)

Reporting to: Assistant Headteacher: Director of SNS Hub

Function of the post

- To teach Personal, Social, Health and Economic Education, Relationships and Sex Education and Religious Education within the ARP setting efficiently
- To ensure that statutory guidance, as outlined in the Hackney Local Agreed Syllabus for Religion and Worldviews 2024-2029 is followed in the ARP curriculum.
- To deliver high-quality SEND interventions tailored to individual student's needs.
- To support students who require personalised, therapeutic and flexible approach to learning.
- To contribute to the development of an inclusive and effective ARP curriculum
- To ensure all students are supported to engage with their education, overcome barriers and make excellent progress regardless of their starting point.
- To proactively contribute to the provision's ambitious development plan, including the planning and delivery of therapeutic interventions and enrichment

Main Tasks and Responsibilities

- To plan and teach high quality Personal Development lessons/registration sessions within the ARP including RE
- To plan and teach a new Personal Growth and Wellbeing BTEC Qualification across Key Stage 4.
- To organise high quality ARP, drop down days and assemblies for key themes in collaboration with the lead for Work Skills.
- To collaborate with the main school, Personal Development lead to ensure all aspects of PSHE, RSE, RE, Citizenship and SMSC are delivered within the ARP.
- To deliver bespoke SEND interventions, including small group and 1:1 support.
- To support wider school life, enrichment, and initiatives linked to the SNS Hub and its community-facing opportunities.
- To adapt teaching to meet a wide range of needs, primarily SEMH.
- To create a safe, supportive and inclusive learning environment that promotes positive behaviour and engagement.
- To assess, monitor and report on student progress.
- To act as a key worker for ARP students with EHCPs and contribute to reviews.
- To support reintegration into main school lessons where appropriate.
- To liaise with parents, carers and professionals to support student progress.
- To contribute to the development of the ARP provision and its curriculum.
- To collaborate with subject post-holders to ensure ARP curriculum adaptations align with main school practice, initiatives and policies.



- To attend parents' evenings, review meetings and school meetings.
- To uphold safeguarding, equality and inclusion policies.

Skills and Abilities

- Excellent communication and interpersonal skills.
- Strong relationship building skills with vulnerable or disengaged learners.
- Ability to work collaboratively within a multidisciplinary team.
- Excellent creative and adaptive teaching ability.
- Ability to deliver effective SEND interventions.
- Resilience, patience and a flexible approach.
- Ability to use IT effectively.
- Strong behaviour management skills grounded in empathy, structure, and consistency.

Knowledge and Understanding

- Strong subject knowledge of Personal Development qualifications.
- Understanding of SEND needs, particularly SEMH.
- Knowledge of behaviour support and engagement strategies.
- Understanding of differentiated and personalised learning approaches.
- Knowledge of SEND legislation and inclusive practice.

Equal Opportunities

- Understanding of the different social backgrounds of students.
- Understanding of the needs of different students, and the appropriate policies and strategies to support them.
- Understanding of the needs of bilingual students.
- Commitment to equal opportunities across all groups of staff

Experience

- Experience teaching Personal Development to Key Stage 3 and Key Stage 4.
- Experience of teaching Personal Growth and Wellbeing BTEC
- Understanding of SEMH needs and experience adapting teaching for students with SEND.
- Experience working in an ARP, specialist provision, PRU or SEMH-focused setting.
- Experience integrating therapeutic or trauma-informed approaches into classroom practice.
- Familiarity with multi-agency work supporting students with EHCPs.
- Experience of re-engaging students with education.

Qualifications

- Qualified teacher status.
- Excellent degree relevant to the related subject.
- Relevant SEND qualification (desirable).



General Requirements

- The postholder must always carry out his/her responsibilities with due regard to Hackney Education policy, organisation and arrangements for Health and Safety at Work.
- It is your responsibility to carry out your duties in line with Hackney Education policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or encounter.
- Enhanced DBS check.