



**Redden Court School**  
*Committed to Success for All*

OUTSTANDING IN ALL AREAS



# RECRUITMENT PACK

Dear Colleague,

## **Post: Instructor of SEN (Secondary)**

Thank you for your interest in this post. To help you decide if the job would suit you please read through this recruitment pack, which we hope will give you a flavour of what the school is about and of what we expect from the successful candidate.

Redden Court School is a high achieving, successful, well-ordered and caring mixed comprehensive school for students aged eleven to sixteen which was recognised as being an Outstanding School in 2022. We are very proud of our school, our students and the Harold Wood community in which we serve.

Our vision is focused on 'Commitment to Success for All' with aspiration for all members of our community. Redden Court is the founding member of the Success for All Educational Trust.

**If you would like to become a member of our thriving and successful community, please apply via 'Mynewterm' which can be accessed [here](#) by the deadline of Wednesday, 4th June 2025 at 12pm. Interviews will take place week beginning 9th June 2025.** We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

If you wish to have an informal discussion about the post before applying please feel free to contact the Assistant Headteacher for Inclusion/SENCO on 01708 342293 or email [jtyldesley@reddencourtcloud.co.uk](mailto:jtyldesley@reddencourtcloud.co.uk). Our last Ofsted report can be found [here](#).

I look forward to receiving your application.



Yours sincerely,

A handwritten signature in black ink, appearing to be 'A Henry'.

Mr A Henry  
Headteacher

## General Information

The Redden Court School motto "**Committed to Success for All**" embodies what our school believes in and represents our common goal. We aim to incorporate this vision into everyday school life and ensure that all students have the best opportunities made available to them. Success can and will be found in different goals for a vibrant and varied student body and we value all of our students as individuals with unique talents and interests. We support our students to always be the best that they can be.

### Notable Achievements

- In 2022, Redden Court School was recognised as being an Outstanding School with the additional accolade of being Outstanding in all areas
- In 2021, Ofsted recognised there was enough evidence of improved performance to suggest that the school could be judged outstanding if the inspectors were to carry out a section 5 inspection now. The school's next inspection will be a section 5 inspection
- In 2021 we were awarded the Wellbeing Award for Schools
- In 2020 we were awarded the SSAT award for exceptional outcomes for our SEND Students
- We have recently been re-accredited as a Thinking School by the CEDU at the University of Exeter
- In 2019 we were awarded the 'Quality in Careers' standard for our work in this area

### Building and Resources

The school is situated in Greater London, Romford, close to the M25, A12 and A127 and just 10 minutes walk from Harold Wood Railway Station. The school has on site parking for staff and visitors.

The school was built in 1931. Over the years we have expanded the site to accommodate our growing number of students, including two brand new buildings. We have new state of the art facilities in Science, technology and PE. Furthermore, there has been lots of renovation to the existing buildings which makes the school a pleasant learning environment for students and those to come. Our students enjoy well presented classrooms, clean and well kept facilities as well as pleasant dining and social time areas.

### SLT

- Mr A Henry, Headteacher
- Mr S Carrington, Deputy Head (Quality of Education)
- Mr K Ward, Deputy Head (Behaviour, Attitudes and Safeguarding)
- Miss T Greaves, Assistant Head (Curriculum, CPD and Teacher Training)
- Ms J Tyldesley, Assistant Head (Inclusion and SENCo)
- Mr T Hughes, Assistant Head (Student Achievement)
- Mr D Pendred, Assistant Head (Technology and Communication)
- Mr M Hoque, Associate Assistant Head (Personal Development and Enrichment)

- Mrs C Jacques, Associate Assistant Head (Teaching and Learning)
- Miss C Morris, Director of Administration

### Staff

We have 72 teachers, who are supported by 60 professional and competent Student Development Assistants and support staff. We work as a unified team to support and enhance the learning experiences of our students.

### Wellbeing

Redden Court values its staff's well being. We endeavour to offer a holistic approach to ensure all our stakeholders are supported in their emotional, physical and mental health.

We offer the following staff benefits:

- Child places at Redden Court School are available for staff who are employed at the school (subject to conditions).
- Career Development (apprenticeships, support towards achieving further qualifications, leadership programmes, progression opportunities, teacher training, shadow opportunities and a vast CPD programme of relevant courses)
- Pension
- Two week October half term
- All teaching staff are allocated a Chromebook
- Multi Gym available for staff use
- Staff supervision sessions with a trained professional
- Cycle-to-work scheme
- Regular staff social and get-together events
- A regular staff survey consults staff and takes actions based on the results.

### Edtech

Redden Court School has been recognised as a specialist of computing technology for over a decade, and has always invested in modern technology to enhance the curriculum.

The Department for Education selected Redden Court School in 2020 as one of its Edtech Demonstrator schools to support 100s of other schools in the country with their use of technology in education. This was initially to help schools to respond to the pandemic but the project has continued to expand. In 2017 Google selected us to become one of the only Google Reference Schools in the UK as a result of our success over the years, giving us early, exclusive access to upcoming tools and the opportunity to attend and showcase at events. We have also gained international recognition welcoming many visitors from abroad to support them with their own development.

Google Workspace for Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device. In 2012, we adopted this free web-based communication and collaboration suite available to education establishments. With products including Gmail, Google Classroom, Calendar, Drive, Docs, Meet, Slides and Sites, we recognise the

influence that these tools have on classroom and distance learning, our collaboration inside and outside of school, improvements in administrative efficiency and providing remote access for all. This enables all our students and staff to have access to the most up-to-date technology.

We have also rolled out a 1:1 Chromebook scheme with our students, with many of them buying the device through us, as an affordable browser-based device that provides quick, simple access to our online platforms. We also provide teaching staff with a Chromebook to support our edtech focus. Staff are offered a wide range of CPD to develop their skills in this area.

### Recent Results

<b>Results 2024</b>	<b>Redden Court School</b>
Progress 8	+0.33
Attainment 8	51.1
9-5% English & Maths (strong)	53%
9-4% English & Maths (standard)	75%
Ebacc % entered	78%
Ebacc APS	4.83

### Pastoral Care

We currently have 1050 students at Redden Court School. The pastoral team is particularly well staffed and this allows us to form a wide and comprehensive net of care around our student body.

The team is made of:

- Deputy Head - Pastoral Care
- Pastoral Director
- 5 non-teaching Heads of Year
- Home School Support Worker
- Education Welfare Officer
- 2 Learning Mentors
- 3 Student Service Officers
- Pastoral Support Officer
- Pastoral Administration

We also buy in counselling and mentoring services which, taken as a whole, provides a support base to our students which is second to none.

### SEND

We are proud of our reputation for achieving exceptional outcomes for our children with special educational needs and disabilities. We support our students with SEND in mainstream with a combination of in-class support systems and withdrawn interventions. Children who need a higher level of support are educated in our Nurture Group and move on to study GCSEs on the Blue Pathway where they benefit from small classes and a high ratio of adults to children.



Redden Court also supports some children with EHCPs using our Additional Resourced Provision (ARP) funding. We are pleased to be able to offer bespoke packages of support for our children with the most complex needs.

Our dedicated SEND team consists of 6 SEND Teachers and 22 Student Development Assistants (SDAs) managed by our deputy SENCO. Leaders on the SEND team are highly invested in developing staff. Many former SDAs have found their experience on the SEND team to be a vital step as they move towards new careers in teaching, mentoring, counselling or other pastoral work with children. At Redden Court, we have a strong tradition of encouraging our staff to develop their careers.

### CPD and Training

We invest heavily in our own staff training and development at all levels, from Initial Teacher Training, Associate and support Staff, through to Senior Leadership level. We run an in-house comprehensive programme each year which includes whole school CPD, faculty training, ECT and RQT professional studies, ASPIRE Teaching and Learning workshops and additional voluntary training sessions. We also offer a wide range of opportunities for staff to gain leadership experience such as termly or yearly secondments onto the pastoral team or senior leadership team. In addition we subscribe to the National College and actively encourage staff to take responsibility for their own professional development by completing courses and certificates online.

### Values and Ethos

At Redden Court School our staff values are closely aligned to our student values, ASPIRE. Every individual is valued for what they contribute to our community.

- ★ **Ambitious** - To be passionate in our desire and determination to achieve success and exceed our potential.
- ★ **Supportive** - To provide encouragement, physical and emotional support to others where it is needed.
- ★ **Professional** - To recognise ourselves as role models and demonstrate positive examples to students and each other at all times.
- ★ **Innovative** - To be creative and open to change and new ideas.
- ★ **Respectful** - To treat others with dignity and respect; to celebrate and welcome diversity.
- ★ **Equality** - To promote and ensure that every individual has an equal opportunity to make the most of their lives and talents.

Collectively these values help to raise standards, develop positive behaviours and develop individuals. We recognise that through these values our staff work towards a common goal that supports the vision for our school.

## Advert

### Full Time Instructor of SEN (Secondary)

**Start Date: September 2025**

### Salary: Unqualified Teacher Pay Scale

*"Pupils are proud to attend this school. They say it is friendly, warm and safe. Pupils have respectful relationships with teachers."*

*"Teachers are enthusiastic subject experts. They check pupils' understanding often. Pupils' work and attitudes to learning reflect teachers' high expectations."*

*Pupils flourish here. They work hard in class and take their education seriously"*

*"The provision for pupils' wider development is exceptionally well thought through"*

*"Leaders have high expectations of all pupils' achievement"*

*"The behaviour of pupils is exemplary. Pupils are motivated by rewards for showing their positive attitudes, such as trying hard in class or being helpful around the school. They are polite and respectful and readily celebrate their peers' successes"*

**Ofsted**

We are seeking to appoint an excellent Instructor of SEN to teach children with learning difficulties in our growing SEND Faculty.

At Redden Court School, we believe in 'Success for All'; children with learning needs are taught in smaller classes and follow a bespoke curriculum aiming toward GCSEs without skipping stages of learning. We are a well resourced SEND Faculty. There are two large, dedicated areas for SEND both comprising several rooms including break-out rooms, spaces for small group interventions and two outdoor, 'alternative playground' areas.

The SEND team are enthusiastic, energetic and expert in supporting our students to reach their full potential. We are looking for an positive, patient, well-organised and flexible Instructor of SEND who:

- Has experience of teaching students with a range of SEND
- Takes pride in delivering high quality teaching
- Is ready to make a significant positive impact on our students and our whole school
- Is proactive and solution focussed

We can offer:

- A strong and supportive SLT who have placed SEND at the top of the school agenda for success
- Excellent opportunities for professional development and future career progression at Redden Court School and across our Multi Academy Trust

- A school staff team who are dedicated, collegiate, friendly and extremely welcoming

The successful candidate will be committed to our vision, our values and ethos, and have the interpersonal skills and ability to work with staff and students to achieve all they can. Primary trained teachers are welcome to apply. If you would like to speak to the Assistant Headteacher for Inclusion/SENCO, feel free to telephone the school on 01708 342293 or email [jtyldesley@reddencourtcloud.co.uk](mailto:jtyldesley@reddencourtcloud.co.uk)

Child places at Redden Court School are available for staff who are employed at the school (please ask for more details).

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. We require the successful candidate to undertake an enhanced criminal records check via the Disclosure and Barring Service.

At Redden Court School we are dedicated to building and embracing a diverse, inclusive and equitable school environment. This ensures that everyone is welcome, included and given the opportunity to take part. We recognise and celebrate the range of diverse qualities that we all bring. We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender identity, ethnic origin, disability, age or sexual orientation.

References from 2 previous employers will be sought prior to interview.

**Applications should be made via 'Mynewterm' which can be accessed [here](#) by the deadline of Wednesday, 4th June 2025. Interviews will take place week beginning 9th June 2025.**

*We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.*



## **Job Profile**

Job title: **Full Time Instructor of SEN (Secondary)**

Salary: **Unqualified Teacher Pay Scale**

Responsible to: **Assistant Head of Inclusion Faculty and Deputy SENCo**

### **Main Purpose**

- To support the Assistant Head for Inclusion and Deputy SENCo with all aspects of the management of the SEND Faculty and the delivery of its provision
- To teach students with SEND in both the specialist provision and in mainstream SEND classes

### **Duties and Responsibilities:**

#### **Teaching and Learning**

- To contribute to the development of the curriculum for students with SEND
- To deliver outstanding lessons
- To monitor and track progress
- To support subject teachers with differentiation and strategies for students with SEND
- To organise effective interventions

#### **Management**

- To deploy and timetable Student Development Assistants for mainstream and SEND lessons
- To complete appraisal meetings and paperwork for Student Development Assistants

#### **SEND**

- To complete annual reviews and termly reviews
- To liaise with outside agencies concerned with students who are on the SEND register
- To support the Assistant Head of Inclusion and SEND with analysing data
- To respond to queries from parents/carers

## Person Specification

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent further education qualifications</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Teaching experience (primary or secondary)</li> <li>• Experience of teaching students with a range of SEND</li> <li>• Experience of developing and differentiating schemes of work</li> <li>• Involvement in self-evaluation and development planning</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of the SEND Code of Practice</li> <li>• Understanding of what makes 'quality first' teaching, and of effective intervention strategies</li> <li>• Ability to plan and evaluate interventions</li> <li>• Data analysis skills, and the ability to use data to inform provision planning</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to build effective working relationships with students, staff and parents/carers</li> <li>• Good record-keeping skills including the use of IT</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to getting the best outcomes for students and promoting the ethos and values of the school</li> <li>• Commitment to equal opportunities and securing good outcomes for students with SEND</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Ability to work collaboratively and take direction as part of a team</li> <li>• Patience, resilience and a good sense of humour</li> <li>• Solution-focussed</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>