February 2025

Dear applicant,

Thank you for applying for the post of Classroom Teacher at Fairmead School.

**POST TITLE:  FULL & PART TIME CLASSROOM TEACHERS MPS/UPS + 1 SEN**

**SEPTEMBER 2025** or potentially earlier

**Fairmead School - Transforming Lives, Inspiring Futures**

Fairmead School is a special school that caters for young people aged 4 to 19 years with additional learning needs, including moderate learning difficulties and autism. Our school is committed to providing a nurturing and supportive environment where every young person can thrive and reach their full potential.

**Classroom Teacher - Full-time and Part-time Opportunities**

Fairmead School is seeking enthusiastic and dynamic Classroom Teachers who have the flexibility to teach a range of curriculum subjects across the school. As a successful candidate, you will be a self-motivated, creative, and inspirational teacher with a desire to build meaningful and positive relationships with all the young people you encounter.

**Key Responsibilities:**

* Plan and deliver engaging, age-appropriate, and purposeful lessons that inspire and challenge our young people
* Approach curriculum subjects in an exciting way, using hands-on experiences to capture the imagination of our young people
* Assess, monitor, and record the progress of your young people, making accurate and productive use of assessment
* Adapt your teaching to respond to the strengths and needs of all young people, ensuring they make good progress and achieve their full potential
* Promote a safe and stimulating learning environment rooted in mutual respect
* Contribute to the wider life and ethos of the school, collaborating with colleagues and supporting the school's vision and values

**Qualifications and Experience:**

* Qualified Teacher Status (QTS) or equivalent
* Experience working with young people with additional learning needs, or a strong desire to develop in this area
* Excellent subject and curriculum knowledge
* A proven track record of delivering high-quality teaching and learning

**Ideal Candidate:**

* Passionate about making a difference in the lives of young people with additional needs
* Committed to preparing young people for successful, independent, and happy futures in adulthood
* Flexible, adaptable, and able to respond to the diverse needs of our young people
* Excellent communication and interpersonal skills, with the ability to build positive relationships
* Enthusiastic, creative, and driven to provide the best possible educational experience

**Why Fairmead School?**

At Fairmead School, we are committed to providing an exhilarating future for our school community. We offer a range of CPD opportunities to support your professional growth and development, ensuring you have the tools and resources to thrive in your role. If you are passionate about transforming the lives of young people and inspiring them to reach their full potential, we would love to hear from you. Apply now and join our dedicated and talented team at Fairmead School.

Full details (Job Description, Person Specification and application form) can be obtained from [www.somerset.gov.uk/jobs-and-careers](http://www.somerset.gov.uk/jobs-and-careers), or the school website [www.fairmeadschool.com](http://www.fairmeadschool.com)

or by email to [Recruitment@fairmeadschool.com](mailto:Recruitment@fairmeadschool.com)

We welcome school visits, please email [Recruitment@fairmeadschool.com](mailto:Recruitment@fairmeadschool.com) to make an appointment.

**Closing date** Tuesday 22nd April at Noon,  **Shortlisting** Wednesday 23rd April

**Interviews** Tuesday 29th April (all day)

Fairmead School is committed to safeguarding the school community. All job applications must contain

the disclosure of any spent convictions and cautions. The school will carry out pre-employment vetting procedures, which include an online search for shortlisted candidates and the successful outcome of an enhanced DBS

Yours sincerely



Tracy Felstead

**Headteacher**

**FAIRMEAD SCHOOL**

Fairmead School is situated on the North Eastern outskirts of Yeovil, in the County of Somerset. It has a very wide catchment area taking in young people from across South Somerset and into parts of Dorset. The school, which currently has 150+ young people on role, caters for young people with moderate learning difficulties and autism, aged between four and nineteen years.

At Fairmead we seek to provide a friendly, caring environment for all our young people to reach their potential through high-quality teaching and learning that supports the development of life-long learning skills, and self-esteem and which celebrates individual success. Our school places the children at the heart of everything we do, providing access to educational opportunities through an adapted curriculum that focuses on acquiring the most important knowledge and skills for life beyond Fairmead.

As a school community, our core responsibility is to prepare all young people for aspirational, successful and independent futures. We have constructed a curriculum that enables young people to take responsibility, show empathy and respect, develop confidence, and empowers them to realise a strong vision for their futures.

As a community, we promote mutual respect and consideration of everyone and therefore have high and consistent expectations of all who belong to, or are connected with the school. We celebrate difference and encourage young people to explore and embrace their own identity as they prepare for their future adult lives within a diverse community.

**Job Details**

Salary: MPS/UPS + 1SEN point

Responsible for: Class teaching and subject leadership

Scale: Teachers MPS/ UPS plus 1 Special Needs Point

**Job Description**

**Main Purpose:**

* Understand, uphold and promote the values and ethos of the school.
* Build and foster positive relationships with all young people.
* Demonstrate full commitment to inclusion and the equality of opportunity for all young people.

**Teaching:**

* Develop a knowledge and understanding of our school’s curriculum intent and the pillars that underpin it.
* Develop an awareness and understanding of the knowledge, concepts and skills that are key to the subjects they teach in the context of our special educational setting
* Share responsibility for the planning and delivery of our Fairmead curriculum.
* Incorporate EHCP, OT and SALT targets into teaching activities. Review and amend targets when needed.
* Understand and meet the holistic needs of our young people through interactions, conversations with staff and wider professionals and through consultation of their paperwork (e.g. ECHPs, SALT, OT plans, online databases)
* Capture and use assessment data effectively to inform teaching and learning and support young people in overcoming barriers.
* Develop and manage an effective autism-friendly classroom which nurtures a positive and ambitious climate for learning.

**Whole-school organisation, strategy and development:**

* As a subject leader, identify priorities, build expertise and monitor standards. Drive initiatives that enhance your subject’s contribution to the Fairmead Curriculum.
* Contribute to the development, implementation and evaluation of the school’s policies, practices and procedures, to support the school’s vision and values.
* Make a positive contribution to the wider life and ethos of the school.

**Healthy, Safety and Behaviour:**

* Promote the safety and wellbeing of pupils.
* As part of the team contribute to a nurturing inclusive environment which enables engagement in learning.
* Establish clear expectations of student behaviour in keeping with the school’s behaviour policy.

**Professional Development:**

* Take part in further training and development in order to improve practice.
* Take part in the appraisal and professional development of others, where appropriate.

**Communication**:

* Communicate effectively with young people, using their preferred methods.
* Communicate effectively with parents and carers.
* Liaise with therapists and external agencies when required.
* Keep concise communication records.

**Safeguarding:**

* Keep up to date and be pro-active on all training/guidance regarding safeguarding children and adults.
* Maintain vigilant safeguarding of all pupils and staff across the school, observing, monitoring and reporting all concerns to the relevant designated safeguarding leads.
* Carry out dynamic risk assessments of environmental and physical areas
* Protect digital footprints by maintaining appropriate privacy settings and professionalism

**PERSON SPECIFICATION**

**POST TITLE: Classroom Teacher**

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| --- | --- | --- |
|  | Essential | Desirable |
| **Education and Professional Qualifications** |  |  |
| Qualified Teacher Status |  |  |
| Degree / PGCE or equivalent qualifications |  |  |
| Non-educational qualifications e.g. sport, Music, First Aid, Team Teach |  |  |
| **Leadership and Management** |  |  |
| To demonstrate appropriate skills to manage a class team in different situations |  |  |
| Experience working with children within the field of Special Education |  |  |
| Experience of working in positive collaboration with families and other stakeholders within the community |  |  |
| Thorough understanding of child safeguarding and proven experience of promoting child wellbeing |  |  |
| Current knowledge and understanding of Safeguarding and Child Protection issues for staff and pupils |  |  |
| Ability to manage and prioritise workload, and appropriately delegate tasks. |  |  |
| **Teaching and Learning** |  |  |
| Implement teacher assessment and data analysis to track pupil progress and learning |  |  |
| Demonstrate an understanding of theories in relation to emotional resilience in both young people and adults |  |  |
| Ability to motivate, nurture and challenge young people and adults to achieve their best |  |  |
| Evidence of contributing to the development of personalised teaching and learning strategies |  |  |
| Knowledge of alternative curricular/vocational opportunities available for pupils and young people |  |  |
| **Skills and Strengths** |  |  |
| Ability to communicate effectively to diverse audiences |  |  |
| Ability to inspire, motivate and innovate |  |  |
| Ability to make difficult decisions with compassion |  |  |
| Able to build and maintain successful and purposeful relationships |  |  |
| Ability to work creatively and collaboratively |  |  |
| **Personal Attributes** |  |  |
| Integrity, honesty and compassion |  |  |
| Commitment to our young people and their learning, well-being and safety |  |  |
| Commitment and champion the rights of all young people in their learning, well-being and safety equality |  |  |
| A good sense of humour |  |  |