

SEN Class
Teacher

2025

**Rowden House
School
Bromyard
Herefordshire
HR7 4LS**



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Letter from The Head of Learning

Thank you for your interest in our school.

It is a great privilege for me to have the opportunity to lead a team of talented, professional and dedicated staff here at Rowden. Rowden is a unique and special place to work where each member of the education team really does care for the students, developing strong and meaningful relationships with them. Everyone has high expectations for each student and together we ensure that even the smallest steps are celebrated.

The curriculum focusses on developing communication, engagement and self-regulation, we want all of our students to have the opportunities to experience and enjoy a positive and meaningful school day to enjoy being them and to have fun along the way!

We are very fortunate to be located in a beautiful part of the country with extensive grounds and students are frequently supported by staff to explore the woods or take a well-deserved sensory break in the school garden.

We strongly believe in the importance of developing a supportive partnership between the residential setting, family homes and school. This is essential our students are to achieve their full potential and to grow as individuals. Working together, we help students to develop the skills that they will need in later life.

If you feel that Rowden is somewhere you would like to work please arrange a visit to the site by contacting our Recruitment Team on 01885 488 096 Ext 12103.

I look forward to meeting you.

Regards, Ruth



Our Aims

Rowden House School in Herefordshire provides individualised care and education programmes for children and young people aged 11 to 19 years, with severe learning disabilities, autism and challenging behaviour.

Engage in learning and access lifelong learning

- Across site there is a clear structure and rhythm to the day to provide ASD students with boundaries to engage in learning, develop self-care skills and reducing anxiety surrounding transition
- The individual needs and preferences of young people are incorporated into their daily activity planners/timetables to promote a positive and adapted curriculum
- Rowden House follows a waking hour curriculum programme which ensures a consistency of approach within both school and care settings to manage behaviours related to anxiety and transition difficulties.
- The curriculum aims for all students to enjoy learning, make progress and achieve. To become confident individuals living safe, healthy and fulfilling lives who make a positive contribution to society.
- The curriculum aims to prepare students for an adult life in which they will have the greatest possible degree of autonomy and ability to form relationships with others
- Planned activities and class trips encourage students to be active members of their community; increasing their understanding and awareness of their community and the wider world.
- The skills learnt are transferable, with appropriate planning and support, into the home, the local community and future placements

Communication skills

- Individualised communication protocols are developed following detailed SALT input to enable young people to express their views, needs and preferences
- The curriculum enables students to be self-determining by promoting their ability to express preferences, communicate needs, make decisions and be either self-advocating and/or able to make use of an advocate.
- A total communication system to enable learners to become effective communicators with activities and experiences to express sense of self, own needs and understanding of others

Self-manage behaviour

- Rowden House has a strong behaviour management approach which underpins a student's self-esteem and ability to engage in Society, work with peers and engage with their Community.
- Students provided with boundaries which enables them to engage in learning and manage their own behaviours without becoming isolated from their peers.
- Rowden House is skilled in dealing with young people with challenging behavioural needs who have similar needs/anxieties. The School is effective at managing these needs and allowing students to engage in learning and activities

Form positive relationships

- Rowden House is experienced in developing behaviour strategies to promote positive interactions with both adults and peers
- Detailed impact assessments take place to ensure the welfare needs and best interests of all young people are acknowledged
- Young people are encouraged to be involved in the planning of day to day activities, improving choice making skills and opportunities to interact with peers in a safe environment
- Life skills and transition planning is a key aspect of the School's work and will be central to providing the student's education pathway into adulthood
- Providing experiences which help to develop a positive sense of self, forming relationships learning, living and working alongside others.
- The curriculum aims to prepare students for an adult life in which they will have the greatest possible degree of autonomy and ability to form relationships with others

Job Advert

SEN Teacher - Rowden House School

Salary: Main Scale up to M6– dependent on experience PLUS an additional SEN point

Hours: 8:30am – 4:30pm, Monday – Friday, term time only

Contract: Full time, Permanent

Location: Rowden House School, Bromyard, Herefordshire, HR7 4LS

Rowden House School in Herefordshire provides care and education programmes for children and young people aged 11 to 19 years, with severe learning disabilities, autism and challenging behaviour. Across site there is a clear structure and rhythm to the day to provide ASD students with boundaries to engage in learning, develop self-care skills and reduce anxiety. The curriculum aims for all students to enjoy learning, make progress and achieve to become confident individuals living safe, healthy and fulfilling lives who make a positive contribution to society. Rowden aims to prepare students for an adult life in which they will have the greatest possible degree of autonomy and ability to form relationships with others.

We are seeking a dynamic, passionate and resilient SEN Teacher to join our team at Rowden House School. You will be responsible for teaching a class of up to 5 SLD pupils with complex needs including ASD and challenging behaviours. You will lead a class team of Teaching Assistants and Support Workers to deliver individualised curriculums and ensure outcomes within education, health and care plans are met.

Essential Criteria

PGCE or equivalent

Degree or equivalent teaching qualification

Ability to tailor learning programmes around the specific needs of the pupil

Experience of SEN class group

Emotionally and physically resilient

Informal discussions regarding the school and the role (via phone or Microsoft Teams) and visits to the school can also be arranged. Please contact the recruitment team on 01885 488 096 Ext 12103 or recruitment@senadgroup.com

Rowden House School and The SENAD Group conduct wide ranging recruitment checks to ensure we safeguard those in our care, this includes a criminal background check if an offer is made. In addition, we will conduct online searches and reference checks at an early stage in the recruitment and selection process. If you would like more information on the checks please contact our Recruitment Team on 01885 488 096. The SENAD Group is dedicated to equality of opportunity in all areas of work, education and care.

Closing Date: Tuesday 1st April 2025

Person Specification

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW THIS WILL BE MEASURED
Qualifications	<ul style="list-style-type: none"> • PGCE or equivalent • Degree or equivalent teaching qualification such as Bachelor of Education 	<ul style="list-style-type: none"> • Relevant SEN qualification 	<ul style="list-style-type: none"> • Application form, certification
Knowledge:	<ul style="list-style-type: none"> • Knowledge of students with learning disabilities, specifically Autism and challenging behaviour 	<ul style="list-style-type: none"> • Up to date knowledge of OFSTED Education inspection framework and requirements • Child Protection and Health & Safety issues • Knowledge of specific teaching approaches eg. PECS, TEACCH 	<ul style="list-style-type: none"> • Application form, interview and references
Skills:	<ul style="list-style-type: none"> • Ability to tailor learning programmes around the specific needs of the pupil • Use of data to inform planning • Good communication and IT skills • Good report writing skills, paying attention to detail 	<ul style="list-style-type: none"> • Skilled in a relevant curriculum area 	<ul style="list-style-type: none"> • Application form, references, interview

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW THIS WILL BE MEASURED
Experience:	<ul style="list-style-type: none"> • Experience of an SEN class group • Experience of recording and evidence gathering to demonstrate pupil attainment 	<ul style="list-style-type: none"> • Experience of behavioural management techniques and interventions • Worked in a 11-19 ASD learning setting • Experience of a residential setting 	<ul style="list-style-type: none"> • Application form, interview, references
Personal Qualities:	<ul style="list-style-type: none"> • Emotionally and physically resilient to challenging behaviour • Confident and positive approach • Smart, professional appearance • Committed to mandatory training and professional development • Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and those in our care. 	<ul style="list-style-type: none"> • Ability to adapt their communication style • To easily build good working relationships with pupils, staff and parents • Committed to developing life skills 	<ul style="list-style-type: none"> • Application form, interview

Job Description

The SENAD Group
ROWDEN HOUSE SCHOOL
Job Description
JOB TITLE: Class Teacher
MAIN LOCATION: Rowden House School
RESPONSIBLE TO: Head of Learning

SUBORDINATES: None

MAIN RESPONSIBILITIES:

- To lead a class of up to five SLD pupils with complex needs including ASD and challenging behaviours.
- To deliver an individualised curriculum which is modified to suit pupil groups individual profiles following National Curriculum guidelines.
- To ensure the outcomes within the Education, Health and care plans of individual pupils are met.

KEY TASKS:

- To be a member of the school team, developing an environment within the class that is relevant to the needs of the pupils.
- To ensure the delivery of broad, balanced, and modified National Curriculum which will often be focussed on individual EHCP outcomes.
- To ensure that the curriculum delivered is suitably differentiated for the pupils assigned to the class.
- To address all aspects of the pupils EHCP's through the setting and running of individual targets supported by planning monitoring and recording.
- To manage a class team of Teaching Assistants (TA's) and Residential Support Workers (RSW's) in supporting the teaching and learning.
- To promote a caring and stimulating environment within the classroom.
- To support pupils within the classroom setting with personal care when required.
- To work in consultation with a multi-disciplinary team to develop programmes to promote the communication, sensory and behavioural needs of individual pupils
- To assess, record and report on the development progress and attainment of the pupils through classroom files, Annual Reviews and six monthly placement reviews using the schools systems.
- To be a key reference point for the pupil's parents, LEA representatives and social workers within the educational setting.

- To record, report and liaise with the care team on a daily basis.
- To be able to complete both educational and individual risk assessment documents
- To attend staff meetings and training as appropriate, through agreement with the Head of Learning.
- Work within the spirit and intentions of the Equal Opportunities and Equality & Diversity policies and procedures and report any concerns to your line manager immediately.
- To be jointly responsible for the safeguarding of children and vulnerable adults in our care, it is a requirement of this role that you adhere to all relevant safeguarding policies and procedures.
- It is your professional responsibility to help protect those in our care and keep yourself and colleagues safe. Where you are required to provide close contact care, support or any level of physical intervention you will be required to wear PPE and take part in regular Coronavirus testing, this is mandatory across our services. In addition, you may be required to care for or support those who may have an illness, infection or virus such as Coronavirus (including asymptomatic cases), it is therefore strongly recommended that you have the Covid-19 vaccine and any required booster jabs where there is no medical or religious reason not to do so.
- To undertake any other duties as might be reasonably requested of a Class Teacher.

You as an employee are required by The Health & Safety at Work Act 1974 to:

- Take reasonable care for the health and safety of yourself and others who may be affected by what you do or don't do;
- Cooperate with the Company to ensure compliance with the law;

And Under the Management of Health and Safety at Work Act 1999 you as an employee are required to:

- Inform your employer of any work situation which you consider represents a serious and imminent danger and any shortcoming in the employer's protection arrangements for health and safety.
- Ensure you do not misuse or interfere with equipment provided for your safety or the safety of others.

The content and reporting lines will be reviewed regularly and will change over time.

Timesclaes

Closing Date:

Tuesday 1st April 2025

