



The Rudheath
Senior Academy

Inclusion Teacher

Application Pack



About the Role

Are you committed to and enthusiastic about inclusion and can implement strategies to ensure achievement for students who face barriers to learning? **If so, the Rudheath Senior Academy is the school for you!**

Working as our Inclusion Teacher will require you to lead the inclusion provision, assisting in the promotion, direction and oversight of high standards of teaching and learning. You will be expected to ensure that high quality teaching and learning is taking place, setting high expectations for staff and students ensuring student achievement and progression through effective inclusion for all pupils.

You will be required to work with the pastoral, attendance and faculty teams to support teaching and learning across the school and are able to plan, deliver and assist teaching and learning, providing pastoral support and other associated activities for students, ensuring students are able to access the curriculum.

We are looking for an experienced and qualified teacher who has excellent written and oral communication skills, is a good team player with a positive mindset and can maintain a solution focused approach, with

the ability to manage time effectively and meet deadlines.

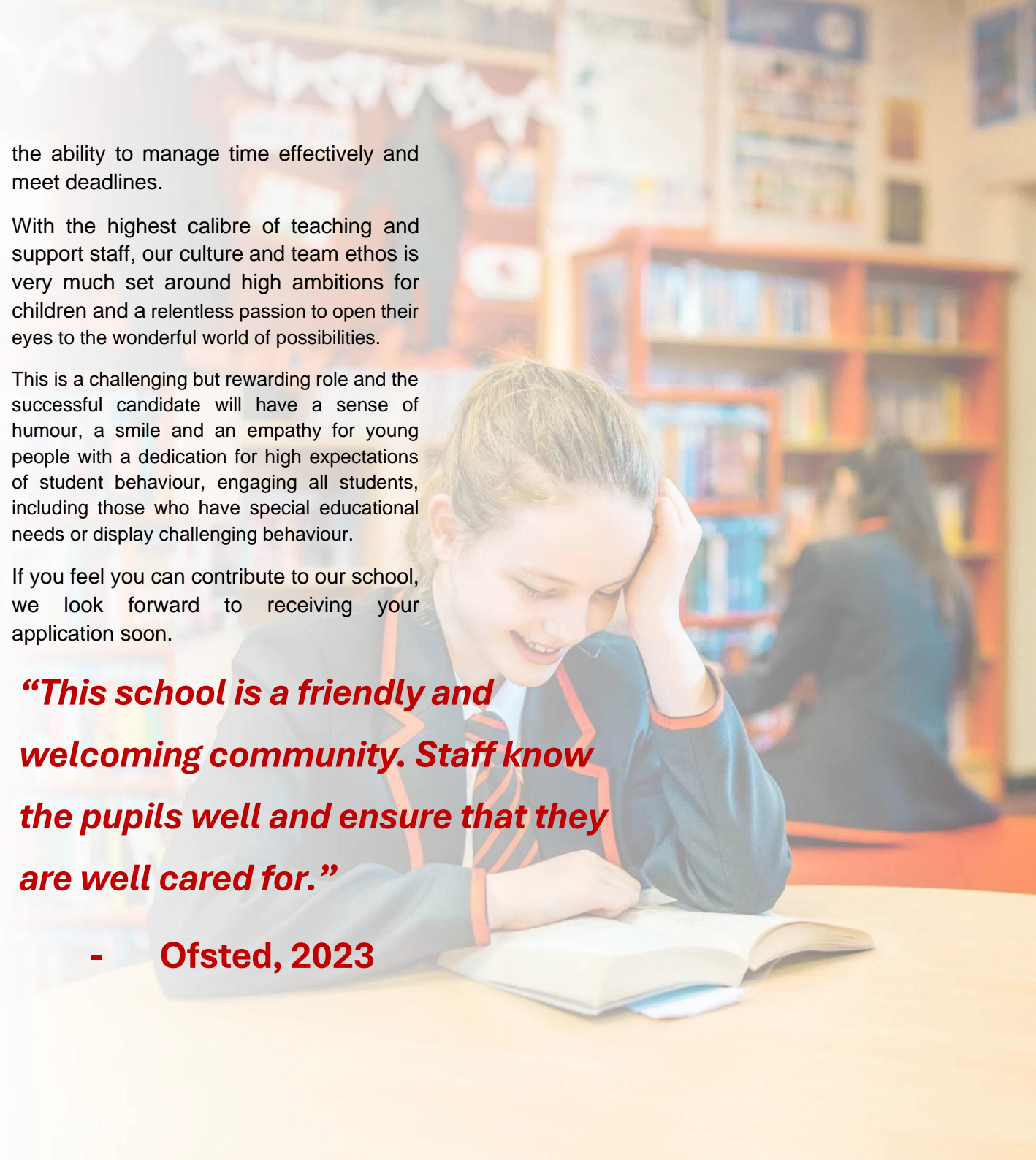
With the highest calibre of teaching and support staff, our culture and team ethos is very much set around high ambitions for children and a relentless passion to open their eyes to the wonderful world of possibilities.

This is a challenging but rewarding role and the successful candidate will have a sense of humour, a smile and an empathy for young people with a dedication for high expectations of student behaviour, engaging all students, including those who have special educational needs or display challenging behaviour.

If you feel you can contribute to our school, we look forward to receiving your application soon.

“This school is a friendly and welcoming community. Staff know the pupils well and ensure that they are well cared for.”

- Ofsted, 2023



A background image showing a classroom scene with several students in school uniforms. In the foreground, a young girl with long blonde hair is smiling at the camera. Behind her, other students are visible, some looking towards the camera and others looking away. The setting appears to be a bright, modern classroom with large windows in the background.

Role Specifics

Job:	Inclusion Teacher
Accountable to:	SENDCo and Trust SEND Lead
Contract:	Permanent
Hours per Week:	Full Time in accordance with School Teachers' Pay and Conditions
Salary:	Main/Upper Pay Scale for Teachers
Start Date:	September 2025
Closing Date:	Friday 2 nd May 2025

How to Apply

Should you wish to apply for the post, please download an application form from the Rudheath Senior Academy website and email this to recruitment@rudheathsenioracademy.org.uk.

If you wish to gain further information or have an informal conversation, please contact Christine Williams at cwilliams@rudheathsenioracademy.org.uk.

Job Description

Main Purpose

We are seeking to appoint an Inclusion Teacher to undertake an appropriate programme of teaching within the school's inclusion room.

The postholder will assist in the promotion, direction and oversight of high standards of teaching and learning, provide leadership, support and direction for the school's inclusion room, ensuring student achievement and progression through effective inclusion and curriculum continuation for all pupils.

Key Responsibilities

- Provide support and guidance to students and removing barriers to learning to promote effective student participation, enhance individual learning, raise aspirations, and support students to achieve their full potential.
- Maintaining a safe environment for students by observing them closely for signs of distress or conflict between classmates.
- Providing one-on-one instruction and support to students who need extra help with their lessons or homework.
- Providing emotional support and encouragement to students who are struggling academically or socially.
- Cultivating a supportive environment for all students, regardless of ability level or disability status.
- Communicating regularly with parents about their child's progress and behaviour in class.
- Assisting with developing individual academic plans for each student based on their needs or disabilities.
- Creating an environment that motivates students to learn through positive reinforcement methods such as praise or rewards.
- Creating an inclusive environment by adapting lessons to incorporate different learning styles and abilities.



“We want an ambitious and inspirational teacher to join us, ensuring an inclusive environment exists for all students.”

Person Specification

Qualifications

- Good Degree or equivalent in relevant subject area.
- PGCE / Evidence of QTS.
- Evidence of further and ongoing professional development.
- Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding/child protection and promoting the welfare of children and young people.

Experience and Knowledge

- Track record of successful teaching within a whole class setting .
- Experience with SEND/SEMH.
- Experience with behaviours that challenge.
- Knowledge of current educational issues and their relationship to the inclusion, behaviour support and Children's Services.
- Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child.
- Evidence of working with other professionals as part of a team.

Skills and Abilities

- Excellent communication (both orally and in writing) and presentation skills applicable to a range of audiences.
- The initiative, ability and desire to creatively support students in lessons.
- Excellent Time management skills.
- Ability to lead, motivate and influence others.
- Hardworking and committed to inclusive education.
- Solution focused approach.
- Ability to build positive relationships and have effective communication with parents/carers/students.
- Capacity for working under pressure and meeting deadlines.

Recruitment Information

How to Apply

Should you wish to apply for the post, please complete our online application form which is accessed via the vacancies page of the school's website (www.rudheathsenioracademy.org.uk), and send this to recruitment@rudheathsenioracademy.org.uk by the closing date and time.

Closing date: Friday 2nd May 2025

Time: 09:00am

Safeguarding Commitment

The North West Academies trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced Disclosure and Barring Service (DBS).

Diversity in the Workplace

The North West Academies trust values diversity in the workforce and is committed to ensuring that throughout the recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.

Why North West Academies Trust?

NWAT believes that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high-quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residentials, swimming, inter-school sports and special days out take pride of place on all of the Trust school calendars.

For our staff, we offer:

- Flexible working arrangements.
- Enrolment to the Medicash Proactive Health Plan to help with costs of everyday healthcare.
- Access to 24/7 Employee Assistance Programme.
- Accredited counsellor to offer wellbeing support for all staff.
- Positive recognition culture.
- Bespoke professional development opportunities.
- Open door policy for communication across the Trust.
- Opportunity to contribute to the growth and development of NWAT.



“Opening Children’s Eyes to the Wonderful World of Possibility”

