



Subject Teacher

This is a fantastic opportunity to really make a difference to young people's lives by supporting a range of pupils who experience barriers to learning. Come and join us and be part of a team where everyone plays a crucial part in raising aspirations so every pupil can achieve their potential. Classes are small allowing you to make more of an impact. Teachers receive a SEN allowance at our school.

We want to hear from you if you are a versatile qualified Teacher who can teach across a range of subjects. You will be passionate about making a difference and helping to improve the learning opportunities for our children. We want you to join us in ensuring pupils succeed both academically and pastorally. Our ideal candidate may already have experience working in our kind of setting or have worked with young people who have SEMH difficulties.

Our pupils are 11-16 years and have been excluded or are close to being excluded from mainstream school. Pupils are referred to us by schools and the Local Authority. Our Teaching groups are small between 2 and 8 pupils per class. We currently have 38 pupils on role. Working on a model which is like a primary setting, the pupils remain in their form room for over half of their timetable and are taught in small groups. Our curriculum focuses on Science, Reading, English, Maths, PE and Art, Cooking, PSHE, Humanities and Outdoor Education.

If you are looking for a role which will be exciting, professionally demanding, stimulating, and rewarding, then we would like to hear from you. The Application Form and Job/Person Specification are available in the 'Documents' section of this job advertisement. Please read through the Job/Person Specification carefully and then complete the Application Form. Please send completed Application Form to our Business Operations Manager Simranjit Grewal on email at sgrewal@theforge.worcs.sch.uk or for further details please ring 01527 597936. We encourage all candidates to visit the school.

SAFEGUARDING THE CONDITIONS FOR GROWTH AND DEVELOPMENT IS OUR PRIMARY CONCERN. ALL APPOINTMENTS ARE SUBJECT TO SATISFACTORY REFERENCES AND DBS CHECKS AND RIGOROUS INTERVIEW

Return completed application forms to the school by 24th November 2025
Interviews will take place as soon as candidate is available.

Additional information:

- UK Applicants only. This role does not offer sponsorship
- 3 years experience is desired (not essential)
- SEN experience highly desirable
- Although the closing date for applications is 10th October 2025, if a candidate is found and successful before that time, we reserve the right to withdraw this vacancy before the stated closing date.
- With regards to the starting date, instead of 5th January 2026, the starting date can be prior to this - as soon as the successful candidate is able to start



Job Description

TITLE OF POST: **Teacher**

RESPONSIBLE TO: **Head Teacher**

Responsibilities:

- To plan, deliver and assess appropriate lessons which ensure that the potential of all pupils is fulfilled.
- To contribute positively and accept delegation, with colleagues, to the production, implementation and evaluation of department Schemes of Work and resources.
- To encourage pupils by regular marking, advising constructively by using targets and giving appropriate praise.
- To be aware of individual pupils' needs, whether they are academic or social, and liaise with support staff when necessary.
- To monitor assessment through use of data and target setting, and to maintain records of assessments of the pupils.
- To ensure equality of pupils regardless of ability, age, class, culture, disability, faith, gender, race or sexual identity.
- To follow the ethos of the Forge School by promoting high standards of all pupils and maintaining high expectations both in and out of lessons.
- To provide a positive environment where effective teaching and learning can take place and create opportunities for pupils to develop wider skills for later life.
- To communicate effectively and be willing to develop and share good practice with colleagues, in meetings and through lesson observations.
- To be committed to the demands of a high achieving school, both in the classroom and beyond.
- To remain familiar with national and local initiatives within the subject area and focus on own professional development to the benefit of pupils.
- To comply with the school's Health & Safety Policy and undertake risk assessments as appropriate.
- To undertake duties on where required on a rota basis.
- To set cover work during any periods of absence
- Duties may vary to meet the changing demands of the school at the reasonable discretion of the Head Teacher.



PERSON SPECIFICATION

POST TITLE: **Teacher**

Attributes	Essential	Desirable
Education and Qualifications	• Qualified to degree level and above • Qualified to teach in the UK, PGCE or similar	• Evidence of continued professional development
Experience	• Practical Experience of working with Mainstream and Special School pupils • Evidence of working with vulnerable and challenging pupils	• Experience of working in a PRU
Skills And Ability	• Good interpersonal skills • Strong team member • Good organisational skills • Ability to be flexible and approachable • Excellent classroom practitioner • Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards • Has good communication, planning and organisational skills • Demonstrates resilience, motivation and commitment to driving up standards of achievement. • Commitment to regular and on-going professional development and training to establish outstanding classroom practice • Has a passion for teaching • Relentless drive to do whatever it takes to ensure all pupils succeed • The courage and conviction to make a difference • The ability to listen and communicate effectively to influence and motivate others • Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups Problem solving • Identify, analyse and resolve problems and issues • Develop plans with concrete outcomes and effective solutions	• Experience of leading a team • Ability to develop and motivate a team
Motivation	• Self-Motivation • Sense of humour • Enthusiasm	

	• Initiative • Able to lead • Can inspire others • Willing team member • Sense of responsibility • Supportive • Commitment to equal opportunity and to anti-oppressive and anti- discriminatory practices	
Circumstances and Health	• Good Health record • Sustain energy, optimism and motivation in the face of pressure and setbacks • Stay calm in difficult situations and maintain clarity of vision • Be adaptable in the face of adversity • Suitability to work with children	