



Malden Oaks
School & Tuition service

Making the **MOST** of every day



Aspiring Teacher Application Pack



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HEADTEACHER'S WELCOME



Malden Oaks is a specialist and innovative SEMH provision for students aged 11-19 across Kingston and Richmond. Our students benefit from our attachment aware, trauma informed environment that prioritises building on success and focusing on what students can do.

As an alternative to mainstream education, we are proud to have students of all abilities and encourage each student to have high aspirations, supporting them in developing their self confidence and resilience through our unique 4As Approach. We firmly believe that if our students experience Attachment, Altruism, Achievement and Autonomy whilst with us, they will leave us better equipped to be safe, happy and successful in the future.

Positive relationships are at the heart of everything we do. We are a specialist provision and, as such, we understand the importance of our students being able to build and maintain relationships and that also, our staff are better able to support their students if they're afforded the time to really understand them. We regularly see complex circumstances that result in students unable to cope, or stay, within mainstream schools. We are experienced in supporting students to develop at their own pace and are proud to be able to offer students a place where they can succeed.

Our success and that of our students relies on us having a strong staff team that is passionate about equality and inclusion. We are conscientious investors in our staff, with a comprehensive induction programme and numerous CPD opportunities. We are proud to have a diverse and experienced staff body who work collaboratively and creatively to ensure that our offer would be good enough for our own children.



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OUR SCHOOL

MO@SURBITON

MO@Surbiton offers small group teaching to students in Years 7-10. Based on a nurturing model, students are predominantly taught by one teacher (often from a primary background) with whom they will be able to build a positive working relationship and who will be able to build on their strengths whilst supporting their needs. Learning takes place both inside and outside the classroom across the curriculum and students work towards AQA awards.

MO@HAM

MO@Ham provides small group teaching for students predominantly in Year 11 working towards GCSEs or other qualifications. Students also take part in Duke of Edinburgh and depending on their interests, may also follow vocational courses. Our teachers in MO@Ham are qualified subject specialist teachers who are also experienced in mentoring our students to plan for their Post 16 options and navigate life after Malden Oaks. Each student's timetable is individual to ensure that their needs are met.

6OAKS

6Oaks provides education for students aged 16-19 with an EHCP. Students are taught in small groups of no more than 8 by subject specialist teacher and may work towards GCSEs and/or A-Levels. One-to-one tuition is available in the home or community to support students in being able to access provision on site. For students not yet ready to engage in formal learning, there is also a one-to-one mentoring programme designed to support transition by focusing on building trusting relationships.



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OUR SCHOOL

MO@KINGSTON MO@HAMPTON HILL

MO@Kingston and MO@Hampton Hill provide 1:1 and small group teaching for students who are not yet ready to engage in more formal learning or attend a more traditional school setting. Students may be referred for tuition due to ill health or unmet SEN needs.

Tuition may take place in the home, the community or on site depending on student need. Each timetable is designed to meet the students' needs and interest. Whilst the focus for some students will be engagement, others have the opportunity to pursue the KS3 curriculum or work towards GCSEs and other qualifications in core subjects alongside other subjects and activities.

MO DISCOVER @SOUTHWOOD @PETERSHAM

MO Discover operates from two bases, one in Kingston and one in Richmond. Available to both existing students and those in mainstream, MO Discover aims to complement existing timetables and support placements. Activities are delivered by specialist instructors and range from Arts & Crafts, to mechanics with a range of sporting options.



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OUR ETHOS & VALUES

Safeguarding

To ensure safety and well-being of our students, all aspects of safeguarding are rigorously monitored.



High Expectation

Students are encouraged to aim high on both a day to day basis and in their aspirations for the future.



Student Voice

Our approach is student centred and it's important that we know what's important to and for our students.



Engagement

Use of outdoor education and a range of other practical and creative activities, to enable students to take risks, rise to the challenge and learn from mistakes in a safe environment.



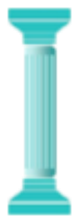


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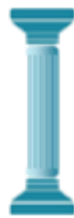
The 4As – Our Methodology & Approach

Behaviour is a communication | Growth Mindset: 'Not yet' | No rewards, no sanctions



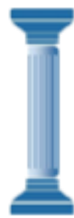
Attachment

The security of
belonging to a
community



Altruism

The joy of
being to help
others



Achievement

The satisfaction
of a job well
done



Autonomy

The freedom to
make decisions
for yourself

It is important that our students are given the opportunity to enjoy a positive school experience and that they know they can succeed. At the heart of our ethos are the 4As. Ensuring our students experience each 'A' supports them in developing their resilience and the skills necessary for the next step of their journey.

Alongside this approach is the fundamental belief that behaviour is a communication and that unconditional care and respect underpin everything we do. This means our response to students is always from a position of understanding and the desire to support. We know that a student's behaviour is never personal and we respond to situations with an emotion coaching response.

We are attachment aware and trauma informed. Not only is every day a fresh start, but every lesson and every section within a lesson. We repeatedly seek out opportunities for our students to succeed and learn from previous mistakes and experiences.

We do not have any rewards or sanctions as the evidence that our students achieve more from developing an understanding of the intrinsic value of what they are doing is plain to see.



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OFSTED REPORT



This is a 'Good' school where students enjoy the community feel of Malden Oaks School, where staff understand them and their needs very well. Students appreciate how staff give them the time, resources and help they need to learn. This enables students to rediscover an enjoyment in coming to school even when their previous placements have been unsuccessful.

Leaders are ambitious for all students. Students achieve well from many varied starting points. Parents and carers are overwhelmingly positive about the way their child's opportunities have been transformed since joining the school.

Students are able to pursue their interests and learn new skills through different opportunities available. They behave with courtesy and great consideration for one another around school. They understand and live up to the values which the school makes sure they learn. Lessons are very seldom disrupted. Bullying is rare and tackled effectively when it does occur.

The very positive relationships between staff and pupils lead to a serene, purposeful atmosphere in lessons and throughout the school. Pupils gain confidence in building and maintaining relationships with one another. Staff are quick to notice the signs that a pupil needs support to regulate their behaviour. They skilfully and calmly help pupils to become relaxed and focused again.

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JOB DESCRIPTION

LOCATION: Any Malden Oaks location

HOURS: TBC (Start date: Immediate Start)

SALARY: Unqualified Teacher Pay Range

MAIN DUTIES AND RESPONSIBILITIES

CURRICULUM

- To teach students according to their individual needs, having regard to the requirements of the National Curriculum and acknowledging areas of personal experience and expertise
- To provide for the specific needs of students in cooperation with the leadership team and any other staff who are allocated in respect of those students.

STUDENTS

- To support links with other off-site provision as appropriate
- To work within the framework of the SEN Code of Practice on behalf of each student
- To maintain accurate records of student progress and attainments in accordance with the school's arrangements for profiling

PARENTS and CARERS

- To foster close supportive links between parents and carers and Malden Oaks.
- To contribute to regular half-termly meetings for all students
- To involve parents and carers in the target setting and review included in students' meeting notes

OTHER RESPONSIBILITIES

- To keep up to date with SEN developments and procedures by attending any relevant INSET
- To undertake any other duties that may reasonably be required

All teachers are expected to adhere to the Teachers' Standards which can be found at <https://www.gov.uk/government/publications/teachers-standards>

Teachers may be deployed to work at any Malden Oaks venue or outreach location within Kingston and Richmond Local Authorities.



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PERSON SPECIFICATION

	Essential	Desirable
Qualifications	A relevant degree or level 4/5 higher education qualification.	<ul style="list-style-type: none">• Teaching Qualification with QTS• First Aid Certificate.
Experience	Experience of paid or voluntary work with children with SEMH or Autism, e.g. youth work, childcare or paid employment.	<ul style="list-style-type: none">• Experience of paid or voluntary work in a school setting.
Knowledge and Abilities	<ul style="list-style-type: none">(a) Ability to motivate and encourage students, promoting high standards and quality delivery.(b) Clear knowledge and understanding of the current requirements for teaching at least two national curriculum subjects.(c) Excellent communication and organisational skills.	<ul style="list-style-type: none">• The ability and willingness to teach a range of subjects to secondary age students.• The ability to lead extracurricular activities eg Art, Sports or Cooking or independent living programmes



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PERSON SPECIFICATION

	Essential	Desirable
Personal Qualities	<p>(a) Team player.</p> <p>(b) Ability to create positive and effective relationships with students.</p> <p>(c) Flexibility and an ability to respond creatively to changing circumstances.</p>	
Other	<p>Ability to travel around a number of venues within Kingston and Richmond and neighbouring boroughs, by car, bike or public transport.</p>	<ul style="list-style-type: none">• An ambition or interest in exploring teaching as a career path• Car driver