

SENDAT VIRTUAL CAREERS FAIR



WELCOME TO SENDAT'S VIRTUAL CAREERS FAIR: AN INFORMATION BOOKLET

15TH - 19TH FEBRUARY 2021

Join us to find out what it's like to work in our special schools and specialist provisions.

Our virtual careers fair offers a combination of live and pre-recorded sessions which aim to introduce SENDAT and various staff members, provide information about new and upcoming projects, and provide details about current job vacancies and employee benefits.

Our virtual careers fair offers you the opportunity to find out more about teaching, classroom support, administration and finance, premises, catering and cleaning across our provisions.

This information booklet will help you navigate our virtual careers fair. We look forward to welcoming you.



Above: NPS Group's proposed visual for Duke of Lancaster School, the new specialist school, in Fakenham

VIRTUAL CAREERS FAIR

SCHEDULE FOR THE WEEK

If you have any issues accessing the content, please contact hannah.cushney@sendat.academy



LIVE LAUNCH: MONDAY 15TH FEBRUARY

12:30pm - 1:00pm

Lawrence Chapman, CEO of SENDAT, hosting a live launch to introduce the trust and virtual careers fair.

TUESDAY 16TH FEBRUARY

Pre-recorded videos from support staff, care staff and community engagement staff posted on SENDAT's web page.

WEDNESDAY 17TH FEBRUARY

Pre-recorded videos from teachers, administration staff and catering teams staff posted on SENDAT's web page.

THURSDAY 18TH FEBRUARY

Pre-recorded videos, from Lawrence Chapman, about leadership and our new provisions (Duke of Lancaster School, Mulberry and Peile) posted on SENDAT's web page.

LIVE FINALE: FRIDAY 19TH FEBRUARY

12:30pm - 1:15pm

Lawrence Chapman hosting a closing event to conclude the virtual careers fair and answer any questions submitted during the week.

ABOUT SENDAT

INTRODUCTION

SENDAT is a multi-academy trust dedicated to special education and specialist provision in the eastern region. Our current family of schools includes Priory School in Bury St Edmunds, Stone Lodge Academy in Ipswich and Chalk Hill in Sudbury.

Our schools across the region support a range of needs for those aged between 5 and 25. Our expertise lies in Autistic Spectrum Disorder (ASD), Moderate Learning Difficulties (MLD), Social, Emotional and Mental Health (SEMH), complex communication and interaction needs and behavioural needs.

SENDAT has several exciting projects coming up, including Mulberry in Mendlesham and Stowupland, Peile in Ipswich and Duke of Lancaster School in Fakenham.

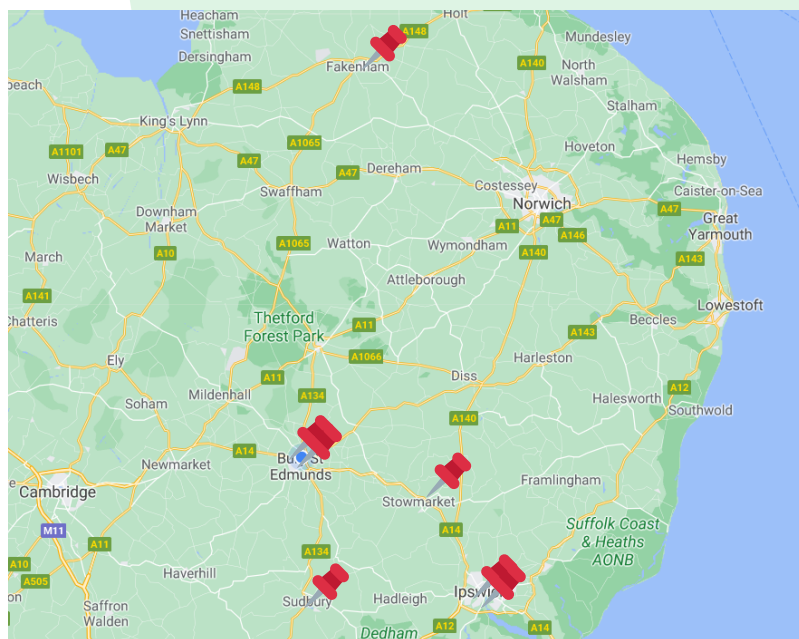
OUR MISSION

Our vision is driven by the belief that all children and young people should have the same right to an excellent education, regardless of whether they have additional needs of any kind. We are committed to providing this in our range of provision.

Our vision and purpose is to:

- Offer a continuum of specialist and alternative provision for children and young people which is focused on achieving the best possible student outcomes whilst fully supporting students and parents;
- Work with our partners in education and all other key stakeholders to remove barriers that may exist between different types of specialist provision;
- Develop well-rounded individuals who can go forward into their adult lives prepared for the work environment and capable of being independent and productive citizens.

Below: SENDAT's current and future provisions across the eastern region



OUR PROVISIONS

PRIORY SCHOOL

Priory School is a special school for students, aged between 5 and 18, with Moderate Learning Difficulties (MLD). Priory School supports diversity and a range of needs with specialist teaching and staff who care about the young people they work with and who are dedicated to helping them reach their full potential. Priory School has a residential provision which aims to provide early intervention to effectively support young people and their families. Priory School is located on Mount Road, Bury St Edmunds.

MOUNT ROAD

Mount Road is a specialist provision for young people with an Education, Health, Care Plan (EHCP), who have autism and challenging behaviour and who, with intensive support, will likely be able to return to mainstream schools. Students tend to arrive in year 5 or 6 and leave in year 8 or 9. Mount Road is located on the Priory School site.

ANGEL HILL COLLEGE

Angel Hill College is a pathway within Priory School Sixth Form and is for students, aged between 16 and 25, with Autistic Spectrum Disorder (ASD). Angel Hill College is located on Angel Hill in Bury St Edmunds and is only a short walk from Priory School.

STONE LODGE ACADEMY

Stone Lodge Academy is a special school for students, aged between 5 and 16, with Moderate Learning Difficulties (MLD). Stone Lodge Academy supports diversity and a range of needs with specialist teaching and staff who care about the young people they work with and who are dedicated to helping them reach their full potential. Stone Lodge Academy is located on Stone Lodge West Lane, Ipswich.

CHALK HILL

Chalk Hill, formerly Hampden House, is for boys, aged between 8 and 14, who have been excluded or are at risk of permanent exclusion from mainstream schools. We believe that with the right support for their Social, Emotional, Mental Health (SEMH) needs, students can manage their behaviour, re-engage positively with learning and prepare for life as successful learners, employees and citizens. Chalk Hill has a residential provision which aims to provide early intervention to effectively support young people and their families. Chalk Hill is located on Cats Lane, Sudbury.



NEW PROJECTS

MULBERRY

SENDAT is working with John Milton Academy Trust and Suffolk County Council to support a new specialist provision set to open in September 2021. Mulberry will provide key stage 2 classes at Mendlesham Primary School and key stage 3-4 classes at Stowupland High School.

Students at Mulberry will benefit from being able to access mainstream classes and specialist SEND classes in order to meet their personal educational development needs.

SENDAT will employ and manage the specialist staff at Mulberry.

PEILE

SENDAT is working with Active Learning Trust, Chantry Academy and Suffolk County Council to support a new specialist provision set to open in January 2022. Peile will provide key stage 3-4 classes at Chantry Academy for students with Cognition and Learning Difficulties and Moderate Learning Difficulties (MLD).

Students at Peile will benefit from being able to access mainstream classes and specialist SEND classes in order to meet their personal educational development needs.

SENDAT will also employ and manage the specialist staff at Peile.

DUKE OF LANCASTER SCHOOL

SENDAT is delighted to be opening Duke of Lancaster School, a new special school in Fakenham, North Norfolk. Duke of Lancaster School will provide a modern specialist learning environment for up to 100 children and young people, aged between 5 and 16, with autism and complex communication and interaction needs.

The new special school is currently being built on the site of the former Fakenham Sixth Form College, on Wells Road, as part of Norfolk County Council's £120 million programme to transform special education.

Duke of Lancaster School will support diversity and a range of needs with specialist teaching and staff dedicated to helping young people achieve to the best of their potential.



DUKE OF LANCASTER SCHOOL

NEWS - 08 FEBRUARY 2021

Plans are progressing at speed for Duke of Lancaster School!

We recently announced the new special school's name and confirmed the appointment of its new headteacher. We also announced that the appointed construction firm started to lay the foundations on site earlier this year.

Below: progress at the construction site as foundations are poured



We are launching a six-week public consultation for Duke of Lancaster School from Monday 22 February and Sunday 4 April. The aim of the public consultation is to give local people, including parents, residents, community groups, school leaders, parent/carers organisations and others, the chance to express their views, and ask questions about a range of issues, such as plans for the site, access and transport, how the school will operate within the local community and its vision and ethos.

Below: NPS Group's proposed visual for the Duke of Lancaster School



WORKING AT SENDAT

SENDAT'S VISION

We believe our staff are our most important asset. Without the skills and knowledge of our staff, our students would not enjoy school, feel safe or healthy, have the opportunities to contribute to the wider community or achieve economic wellbeing.

We believe all colleagues should have equal opportunities to continually develop their skills in order to meet the diverse and changing needs of students. We believe all colleagues should be proactive in identifying and meeting their professional development needs.

SENDAT aims to:

- Establish a learning community in which staff and students continually seek to improve their knowledge, skills and understanding;
- Ensure all staff are entitled to effective, sustained and relevant professional development;
- Provide a wide range of opportunities for staff to develop their professional skills, knowledge and expertise.

Below: school council and lessons at Priory School



SENDAT EMPLOYEE BENEFITS

Induction training for new staff:

- SENDAT's directors and leadership team believe that effective induction is one of the best ways to welcome and integrate new members of staff into the organisation and to ensure they settle in and are able to work effectively and efficiently. Induction takes place at a number of levels and involves contributions from a range of people and agencies.

WORKING AT SENDAT

Employer funded healthcare scheme:

- Simplyhealth covers chiropody, dental services, diagnostics, health assessments, hospitalisations, new child payments, optical services, prescriptions, professional care, a free and confidential service called MyWellbeing, and applies anywhere in the European Economic Area.

Occupational health service:

- Occupational health service keeps employees healthy and safe whilst in work and manages any risks in the workplace that are likely to give rise to work-related ill health.

Teachers' Pension Scheme:

- Once you start teaching, you're contractually enrolled into the Teachers' Pension Scheme and your temporary Teachers' Pension number becomes permanent.
- Benefits of the scheme:
 - It provides you with an income for your retirement and you can take part of your pension as a tax-free lump sum when you retire.
 - You and your employer pay contributions towards the cost of your pension. It's a great way to save for your future and also pay a little less tax every month (you're taxed on your salary after your pension contribution has been deducted).
 - Your pension benefits are for you and your loved ones. It doesn't belong to your employer or the government.
 - As long as you're in eligible employment, your pension stays with you throughout your teaching career.
 - You can check what benefits you're building up at any time using your online benefit statement.
 - It is a defined benefit scheme based on your annual pensionable earnings and is re-valued each year rather than a scheme reliant on how investments perform. You can see what pension benefit you've built up and can calculate how much pension you'll receive at your chosen retirement date.
 - More information is available at www.teacherspensions.co.uk

Local Government Pension Scheme (LGPS):

- The LGPS gives you secure benefits at a low cost to you and your employer pays in too.
- The LGPS is a tax-approved, defined benefit occupational pension scheme which was set up under the Superannuation Act 1972 (in the future, scheme rules will be made under the Public Service Pension Schemes Act 2013). The LGPS was contracted out of the State Second Pension scheme (S2P) up until 5 April 2016. From 6 April 2016, 'the contracted out' status ceased to exist for all pension schemes due to the introduction of the single tier State Pension.
- The LGPS meets the government's standards under the automatic enrolment provisions of the Pensions Act 2008.

WORKING AT SENDAT

- The amount of pension you earn in a scheme is worked out each year and added to your pension account. The total amount of pension in your pension account is revalued at the end of each scheme year so that your pensions keeps up with the cost of living. The LGPS is secure because the benefits are set out in law.

Career development:

- Six Professional Development days (PD days) are used to address whole school development priorities wherever possible.
- The CPD leader will use the training and development needs identified during performance management and induction programmes, the development needs identified in the School Improvement Plan, and team plans to inform a training and development calendar and to allocate resources to meet individual needs.
- We encourage staff to develop their own professional development records. This record can be used to maintain a personal account of staff's qualifications and professional development, and to evidence progress towards appraisal targets.
- The school currently uses SIMS and staff are encouraged to keep this up-to-date with their own training records.

Professional qualifications:

- All staff are encouraged to use professional development activities to maintain and gain professional qualifications.
- Qualifications related to the statutory requirements of the school are fully supported (i.e.: first aid, child protection and health and safety).
- Where career development depends on the achievement of nationally recognized and centrally funded qualifications, full support is offered where funding permits. Where there is a clear link to achievement of professional, school and pupil targets, support will be offered where funding permits.

Cycle to Work scheme:

- The Cycle to Work scheme is a tax-exempt government initiative. The scheme permits employees a tax exemption whereby they save on income tax and national insurance contributions by having the cost of their bike and equipment deducted from their gross salary via salary sacrifice.
- Payment is made in the form of interest-free monthly instalments.

Flu vaccination:

- Each autumn, we offer staff a voucher, which can be used at most pharmacies, to receive a flu vaccination.

More information about employee benefits is available from SENDAT HR.