**April 2023**

**Dear Applicant**

Thank you for your interest in working at Furze Down School a **Specialist School for Communication and Interaction.**

Located in Winslow, a small market town in North Buckinghamshire, Furze Down is a Local Authority maintained special educational needs school for pupils aged 3 – 19 years. All pupils who attend the school have an Education, Health and Care Plan (EHCP) which outlines their Special Educational Needs. Pupil’s needs fall predominantly within the broad label of Communication and Interaction.

The school’s values of personal responsibility and respect have been instrumental in developing an ethos where views, beliefs and differences are appreciated and given a voice. The school was recognised as being ‘Outstanding’ by Ofsted in 2006, 2009 and 2014 and 2018.

In June 2011 the Local Authority secured approval to proceed with a rebuild of the school. This investment has enabled the school to create a beautiful building that provides pupils with a seamless learning journey, building on experiences, skills, knowledge and understanding as they progress through the school. It has also allowed the school to take forward ambitious plans for the future in an exciting and aspirational learning environment; supporting and empowering our children and young people to develop the resilience and determination to succeed amidst the challenges and opportunities of 21st Century life.

The School has a committed and innovative multidisciplinary team, extensive site and excellent facilities to support both learning and extra-curricular activities; we provide pupils with the best education and care possible. We provide pupils with an inclusive curriculum which enables them to grow socially, emotionally and academically, developing a coherent set of values and inner beliefs, essential to full participation in employment, leisure, family life and society. Learners follow the EYFS curriculum throughout Early Years and Key Stage 1 and if appropriate, also at Key Stage 2. This is a developmental curriculum, which plays a diagnostic role in establishing which of the two Furze Down Routes a child will follow. There are three routes; Foundation, Entry and Developing.

We have written our own curriculum, which prepares pupils for the opportunities, responsibilities and experiences of later life. We have carefully considered what are the most important key concepts, knowledge, skills and attributes important to being able to flourish in life, learning, work and leisure.

**Our Curriculum is split into two sections**:

* An Education, Health and Care Developmental Framework
* Cognition Curriculum- Subject Knowledge and Skills

Furze Down’s Curriculum provides relevant learning for all pupils and enables teachers to; recognise pupil’s strengths, set suitable learning challenges, respond to pupils’ diverse learning needs and overcomes potential barriers to learning for individuals and groups of pupils.

We are proud of our **culture of shared and creative problem solving**; interrogating classroom practice and **learning from our collective experience** to improve outcomes for pupils. Teachers, Therapists and Learning Support Assistants continuously **work to identify and understand pupils’ specific barriers to learning**; not simply at the global SEND level but with respect to particular tasks and concepts. **Interventions to address these barriers and scaffold learning** are both planned in advance and created in response to pupils’ progress within lessons.

Our **practices are research informed** and developed through **effective professional learning**. Our Teachers, Therapists and Learning Support Assistants are adaptive and flexible; ready to reinterpret or reframe learning as they monitor the learning experience of pupils. We provide **effective professional learning** **opportunities** for all staff to **gain expertise in solving the problems that they face**. As well as opportunities for internal promotion, you will have access to high-quality Continuing Professional Development to help pursue your own personal goals. The school also offer accredited training programmes, supplemented by ongoing learning opportunities.

**Furze Down is a demanding but rewarding place to work.** As a school we constantly reflect on how volume of work, competing priorities and intense periods of activity, impact on staff wellbeing. The conditions of **autonomy**, **mastery** and **purpose** are prioritised by leaders. Staff work hard but only on **practices that make a difference**. The school offer a friendly and inclusive working environment and the chance to be part of a fantastic multidisciplinary team, who work hard and support each other to deliver personalised, bespoke education & care. Ultimately, all of the school's roles give you the opportunity to enrich the lives of young people and make a positive difference

Thank you very much for your interest, I wish you every success with your application.

We are looking for highly motivated and enthusiastic individuals who want to make a real difference.

**The successful candidate will demonstrate a commitment to the following:**

* Raising achievement for all
* Actively promoting inclusion

**In return we can offer you:**

* A school committed to your professional learning and development
* A supportive work environment which values and challenges everyone
* An exciting, vibrant and creative place to work
* Brand new facilities and a supportive staff team

**Furze Down School is fully committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be required to undertake an enhanced DBS check before they are appointed.**

Yours faithfully,



***Alison Rooney***

***Headteacher***

For further information about our school visit [www.furzedown.bucks.sch.uk](http://www.furzedown.bucks.sch.uk)

Informal visits to the school are welcome.

Arrangements can be made through the school office. Tel 01296 711380