



Victoria
ACADEMIES TRUST

*SEND Teacher
Fibbersley Park Academy*

Recruitment Pack

Permanent from 1st September 2026 if possible

Pay scale: M1 upwards (salary to be agreed)

#BeTheBestYouCanBe

Welcome From the CEO

Thank you for your interest in joining the team at Victoria Academies Trust.

I am delighted that you are interested in working with us. Victoria Academies Trust is a primary only trust based in the West Midlands consisting of a mix of sponsor, converter and free schools. We currently have ten schools open; nine mainstream and one special school.

Victoria Academies Trust was set up in 2014 up with the sole aim 'to make our people the best they can be'. We are passionate about making a difference to the lives of our pupils, families and colleagues. We want to inspire our young people to achieve more than they imagine possible, and having the right people in every role across our schools is an important part of making our vision become reality.

We have a strong board of Trustees who work closely with the trust executive team to focus on our goals of investing in our school communities, growing and valuing our colleagues and preparing our children for the future. This ensures that our schools are on a continual journey to the be best they can be. We currently educate over 3200 pupils across the primary age range, and employ over 500 colleagues across our schools and in our Trust Central Team.

We may be ten schools, but our vision and values run through our Trust and we truly as a family, united in our ambition for our people 'To Be The Best They Can Be'.

The opportunity:

We are looking to recruit a permanent, full time SEND Teacher to work within the resource base at Fibbersley Park Academy, Willenhall, West Midlands.

Full downloadable recruitment forms can be found on our website at [Job Vacancies \(victoriaacademiestrust.org\)](https://victoriaacademiestrust.org)

We are committed to flexible working and are happy to have discussions with prospective candidates.



Sharron Philpot

CEO

Victoria Academies Trust



About Us

Our

Mission

Our mission is our reason for being - it is simply: to make our people the best they can be.

Our people are our colleagues, our pupils, our governors and our school communities - we work with and empower our people to be the best they can be.

Our

Vision

Our vision is the picture we paint, the future we want to create, based on our mission.

We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.

We have a positive influence on children's lives in areas where we can make the most difference.

We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.

We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.

We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.

Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.

Our Values

Our Values are important to us and guide our behaviours, our relationships and the way we work together. They define how we want to be.

These values of **Unity, Integrity, Courage, Curiosity and Excellence**, along with our commitment to strong ethical leadership ensure that we build a positive and powerful legacy to be proud of.



Unity

We know that by working together, we are stronger than working alone. We work together as a family, united in our shared responsibility to achieve our mission.



Integrity

We show integrity by being honest, truthful, and transparent; always doing what we believe is right and true. We show kindness and respect by treating others with dignity, empathy, and understanding.



Courage

We show courage by being ambitious, challenging ourselves and others to achieve more. We take on challenges with enthusiasm, determination, and resilience, learning from failures.



Curiosity

We show curiosity by having a passion to learn, explore, and discover new things and new ways of working. We are innovative and ambitious, always seeking to be even better.



Excellence

We have a strong commitment to continuous improvement, a willingness to learn and a dedication to becoming the best we can be.

What we can offer you

Joining the Victoria Academies Trust means becoming part of a vibrant and dedicated community that is committed to ensuring colleagues are supported 'To Be They Best They Can Be'

This is what we can offer you:



Competitive Pay Scales

- **Transparent Salary Framework:** We offer clear and transparent pay scales, aligned to government recommended pay, that reflect your experience and expertise.
- **Annual Pay Review:** Commitment to regular reviews to ensure our salaries remain aligned to government recommended scales for teaching and non-teaching staff.



Generous Pension Scheme

- **Teachers' Pension Scheme:** Benefit from one of the most generous pension schemes in the UK.
- **Local Government Pension Scheme:** Our support staff are enrolled in the LGPS, which is a secure and flexible pension plan that provides a valuable package of retirement and death in service benefits
- **Employer Contributions:** We make significant employer contributions to your pension, helping you plan for the future with confidence.



Professional Development

- **Tailored Growth:** Benefit from our bespoke professional development programmes, designed to help you reach your career goals.
- Access to over 100 tailored CPD courses through a mix of flexible webinars and online or face to face opportunities
- Opportunities to network with likeminded individuals- through networks, meetings and our annual Whole Trust Conference.
- **Leadership Opportunities:** With a clear pathway for progression, you have the chance to advance into leadership roles within our trust - teaching and non-teaching



Well-being and Support

- **Work-Life Balance:** We support a healthy work-life balance with flexible working options and a commitment to you through our Flexible Working Policy and People Strategy
- **Health and Wellness:** Access our comprehensive wellbeing and benefits scheme which includes counselling services, discounts on gym membership, childcare voucher scheme, cycle to work scheme and lifestyle voucher scheme
- Paid expenses in line with HMRC guidance – and access to free parking on site at our schools
- **Dedicated technology** – To enable to to fulfil your role effectively
- Dedicated shared working spaces allowing colleagues to collaborate and work in way that suits them
- Generous holiday allowance – many of our roles are term time only contracts



Community and Culture

- **Collaborative Environment:** Thrive in our culture of teamwork and support, where ideas are shared and successes celebrated.
- **Community Impact:** Make a real difference in our local communities through various outreach and engagement activities and events

We are proud to offer a fantastic and supportive working environment where our passion for inspiring our children to achieve more than they imagine possible is at the heart of everything we do.

If you're ready to make a significant impact and grow with us, we would love to welcome you to our team

Our Schools, Our Journey



2012

Victoria Park
Primary becomes
Victoria Park
Academy



2014

Victoria
Academies Trust
founded



2014

Rowley Park
Academy,
Staffordshire join
as first sponsor
school



2014

Devonshire
Infant and Junior
Academies,
Sandwell join as
converter schools



2017

Birchen Coppice
Academy,
Worcestershire
join as a sponsor
academy



2016

Fibbersley Park
Academy, Walsall
join as a sponsor
academy



2015

Northfield
Manor Academy,
Birmingham join
as a converter
academy



2018

Foley Park
Academy,
Worcestershire
join as a converter
academy



2019

Poppyfield
Academy,
Staffordshire
opens as our first
Free School



2022

Elm Tree
Academy,
Sandwell opens
as our first SEND
Free School



Role Overview

We are excited to announce an opening for a SEND Teacher to join our Team at Fibbersley Park Academy. These are truly exciting times for us as we continue to grow and develop, and this is a fantastic opportunity to be part of that journey.

Fibbersley Park Academy is a three form school in Walsall which became part of the Victoria Academies Trust in 2016. We are a close-knit family of schools who share a passion for powerful, immersive and creative learning. Fibbersley Park Academy is a well-resourced school in an attractive environment.

We are looking to appoint a SEND teacher to lead one of our resource bases within the school. We welcome applications from teachers with a range of experience, class year dependent upon experience and skills.

We are looking to appoint an enthusiastic and highly motivated SEND teacher who will:

- Have day-to-day responsibility for the children within the resource base. Supporting individual pupils and families
- Undertake training and CPD to improve and maintain a well-rounded knowledge of SEND provision to ensure duties can be effectively performed.
- Ensure the specific requirements of pupils with SEND are understood and support measures are implemented effectively.
- Ensure the school's SEND provision is **inclusive at all levels.**

Promote a safe and secure learning environment for pupils with SEND, and action improvement plans where necessary.

If you would like to be part of this journey and have the enthusiasm and passion to join us, we look forward to hearing from you.

Further details are available within the recruitment pack which is available online or directly from the school.

Interested applicants are asked to write a letter of application and complete the application form in full. Completed applications should be returned directly to the school for the attention of Mrs K Sugars, Headteacher by hand, post or email to postbox@fibbersleyparkacademy.org.uk

Visits to the school are encouraged, please contact the school via telephone or email to arrange a visit. Please contact the school office to book one of the available timeslots.

Closing date: Tuesday 16th June at 4pm.

Interviews: Friday 19th June 2026

All shortlisted candidates will be subject to an online search as part of our recruitment process.

Victoria Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. This post is subject to an enhanced DBS Check.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.





Job Description

Responsibilities of the role

SEND Teacher - Fibbersley Park Academy

JOB DESCRIPTION FOR SEND TEACHER AT VICTORIA ACADEMIES TRUST


This job description will be reviewed annually and may be amended at any time following discussion between the Head teacher and member of staff.

General Duties- SEND teacher

- Undertake training and CPD to improve and maintain a well-rounded knowledge of SEND provision to ensure duties can be effectively performed.
- Ensure the specific requirements of pupils with SEND are understood and support measures are implemented effectively.
- Ensure the classroom environment is inclusive at all levels.
- Promote a safe and secure learning environment for pupils with SEND, and action and implement individual education plans.
- Manage additional adults within the resource base.

Teaching and learning

- Teaching within ARP
- Understand the most effective and high-quality teaching approaches for pupils with SEND and ensure that they are implemented for individual pupils.
- Effectively bridge barriers to learning through assessing pupils' needs, monitoring the quality of teaching and pupil attainment, setting targets and keeping accurate records.
- Monitor the progress of pupils with SEND against agreed targets in classroom progress and in EHC plans.

- 
- Monitor teaching and learning activities to ensure that they meet the specific needs of pupils with SEND.
 - Support individual pupils through assessment, tests and examinations periods.
 - Work with individual pupils on a one-to-one basis to develop literacy, numeracy and social skills.
 - Encourage pupils with SEND to engage in activities alongside their peers, actively taking the appropriate steps to make this possible, e.g. reasonable adjustments.
 - Ensure the school keeps an accurate record of all pupils with SEND and that this remains up-to-date.
 - The implementation of behaviour support plans by staff and their understanding by
 - Pupils/ IEPs pupil profiles, continuum assessments
 - Deliver high-quality, inclusive teaching in line with the Teachers' Standards, adapting planning, delivery and assessment to meet the diverse needs of pupils with SEND.

Recording and Assessment

- Ensure the school keeps an accurate record of all pupils with SEND and that this remains up-to-date.
- The implementation of behaviour support plans by staff and their understanding by
- Pupils/ IEPs pupil profiles, continuum assessments
- Use tracking systems to understand pupil assessment data and use this data to inform practice- using SEND continuum
- Use screening systems at the point of entry to identify, assess and review provision for pupils with SEND.
- Set challenging targets for raising achievement amongst pupils with SEND.
- Meet with class teachers, learning support staff and TAs to formulate plans to address any issues and needs as appropriate.

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably requested, allocated or delegated to them by the Head Teacher.

Person Specification

SEND Teacher- Fibbersley Park Academy

Person specification

CRITERIA	QUALITIES
Qualifications and training	<p>The successful candidate will:</p> <ul style="list-style-type: none">• Have QTS.• Have taught at EYFS/ KS1• Have experience of working within a small group provision or ARP/SRP• Evidence of further SEND training
Experience	<ul style="list-style-type: none">• Working with and caring for pupils with SEND.• The expectations of the Ofsted framework regarding effective learning and teaching.
Skills and knowledge	<ul style="list-style-type: none">• Demonstrate an ability to work with pupils and their families in a sensitive and positive way.• Evidence that they have experience of behavior management techniques for groups and individuals with SEND.• Make consistent judgements based on careful analysis of SEND data.• Communicate in both written and verbal mediums effectively.• Demonstrate a proven ability to work sensitively and effectively with colleagues to help them to improve their everyday classroom practice.• Greater understanding of how pupils with SEND develop.• Capacity for, and interests in, enhancing further personal development

CRITERIA	QUALITIES
<p>Personal qualities</p>	<ul style="list-style-type: none"> • A calm and caring nature. • Excellent verbal and written communication skills. • Excellent time management and organisation skills. • A flexible approach towards working practices. • High expectations of self and professional standards. • The ability to work as both part of a team and independently. • The ability to maintain successful working relationships with other colleagues. • High levels of drive, energy and integrity. • A commitment to equal opportunities and empowering others.

**Note: Due to the nature of how a multi-academy trust operates there is an expectation that all staff are willing and able to travel across the MAT (via their own car) to provide school-to-school support from time to time, as required. This means that a clean driving licence and acceptance of these terms is essential. Travel expenses will be reimbursed at the agreed rate.*

Safeguarding

Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects our staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.

Equalities:

Victoria Academies Trust has a strong commitment to achieving equality of opportunity in its academies and in the employment of people. The post will ensure that the Trust meets its statutory obligations in relation to all aspects of equalities legislation.

Flexible Working:

*Victoria Academies Trust is committed to ensuring that all colleagues have working conditions that meet their own needs, as well as the needs of their schools and children. Details of our Flexible working policy can be found on our website: [**VAT-Flexible-Working-Policy-v1.0-.pdf**](#) ([**victoriaacademiestrust.org**](http://victoriaacademiestrust.org))*



Victoria
ACADEMIES TRUST

Victoria Academies Trust

Ballot Street,
Smethwick,
West Midlands
B66 3HH

Web: victoriaacademiestrust.org

Email: enquiry@victrust.org

X [@VicAcademies](https://twitter.com/VicAcademies)