



Orchard Manor School Recruitment Pack



Updated March 2023


WELCOME

We are delighted to welcome you to our school community.

Orchard Manor School is a special school with a residential provision that caters for around 200 students aged 3 to 19. We provide education and care for pupils with Autistic Spectrum Conditions, communication and interaction difficulties, and associated learning needs.

WHAT IS INCLUDED IN THIS PACK

Within this pack you will find both information and advice on applying for a role with Orchard Manor School including:

- Welcome from the Headteacher, Orchard Manor School
 - Welcome from the Director, Special Partnership Trust
 - Welcome from the Chair of Governors, Orchard Manor School
 - About the Special Partnership Trust
 - The Special Partnership Trust Vision
 - About Orchard Manor School
 - Why Join Us
 - School Improvement
 - Our Residential Provision
 - Orchard Manor School Values and Vision
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 - Safeguarding and Checks
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WELCOME FROM THE HEADTEACHER, ORCHARD MANOR SCHOOL

Dear Applicant

Are you a passionate individual who strives to achieve the best outcome for children and young people? Would you thrive being part of an inspiring staff team? Are you a team player who would like to join us on our journey?

Our school values drive everything we do. We imagine our young people at 25 and beyond and then work back from there as part of a person-centred approach. As a team, we are clear that we are caring for and educating the next generation to be as independent as they possibly can.

At Orchard Manor we have:

- A sense of shared mission with shared goals, clear priorities and high expectations of professional behaviours and student learning.
- A culture of mutual trust, respect and enthusiasm between all stakeholders. Communication is open, honest and considered.
- Opportunities for effective collaboration across the school e.g. exploring pupil data, joint planning, sharing best practice and moderating assessments.
- Opportunities for staff to participate in whole school planning, decision making and improvement.
- An emphasis on safety and positive behaviour through effective analysis of behaviour and safeguarding, raising of expectations, quality training, and peer to peer/leadership support.

To do this, we offer excellent training and professional development opportunities throughout the school for staff to develop their practice. You will be part of an innovative and supportive staff team, working closely with key members of staff to ensure the best possible outcomes for our students.

If this position excites you, we look forward to receiving your application.

Yours sincerely

Nicola Jones

Headteacher

Orchard Manor School

www.orchardmanor.devon.sch.uk



WELCOME FROM THE DIRECTOR, SPECIAL PARTNERSHIP TRUST

Dear Applicant

Thank you for your interest in joining Orchard Manor School. At Orchard Manor School, our pupils are at the centre of everything we do, and we consistently strive for high quality education and care. We understand their individual needs and the importance of positive mental health and well-being ensuring that they can reach their full potential, be happy, safe and included in school and the community.

This is an exciting opportunity to be a key part of a special school with residential provision. The school is part of the innovative Special Partnership Trust, bringing together a collaborative partnership of good and outstanding special schools in Cornwall and Devon. A culture of mutual support and teamwork permeates the organisation. This is an exciting time for the school and the Special Partnership Trust as it continues to develop and enhance all aspects of its provision.

Key to the success of the school has been a committed and talented team of staff who embrace change and continually challenge their own practice by looking for innovative ways for pupils to achieve their aspirations and play a meaningful role in the community. If you share this determination and ambition, this post offers an outstanding opportunity to develop in a forward thinking and outward looking organisation. You will also receive excellent support and advice from a talented team of colleagues.

Above all, you will share the passion and belief that children and young people, their learning and developing their potential are at the heart of all decisions.

We look forward to receiving your application for this exciting role.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Guy Chappell', written in a cursive style.

Guy Chappell
Director
The Special Partnership Trust
www.specialpartnership.org





WELCOME FROM THE CHAIR OF GOVERNORS, ORCHARD MANOR SCHOOL

Dear Applicant

Thank you for your interest in this role at Orchard Manor School.

I am very pleased that you are considering applying to be part of our school and hope that the information we have put together will encourage you to do so.

At Orchard Manor School, we pride ourselves on putting into practice our motto 'We Live and Learn Together' by working in partnership with pupils, families and each other to provide a personalised education and care offer for every child. Our aim is always to support them to become a successful member of the school and of their community.

As the school grows and develops within the Special Partnership Trust, we are looking for someone who is committed, compassionate and supportive, with a passionate understanding of, and commitment to, the education and care of children and young people with complex needs.

Yours sincerely

A handwritten signature in cursive script that reads "Maggie Carter".

Maggie Carter
Chair of Local Governing Board
Orchard Manor School
www.orchardmanor.devon.sch.uk

ABOUT THE SPECIAL PARTNERSHIP TRUST

The Special Partnership Trust is an ambitious and inspiring collaboration of specialist provision with a focus on excellence in learning for everyone. We are formed to ensure that every child, irrespective of need or location gets the best learning opportunities possible. We believe in providing challenge and support in equal measure to our pupils, nurturing the talents and skills of all learners.

The Special Partnership Trust brings together five good and outstanding special schools based in Cornwall and Devon; Orchard Manor (Dawlish), Curnow (Redruth), Doubletrees (St. Austell), Nancealverne (Penzance) and Pencalenick (Truro). The partnership is committed to developing support for the broader SEN community in both mainstream and alternative specialist provisions, so that there is a more equitable access to high quality specialist support irrespective of location.

As a strong, high quality Multi-Academy Trust, we offer access to a professional and supportive community of Schools and Area Resources Bases, Executive leadership, and support functions. The Special Partnership Trust is a highly collaborative and enterprising organisation working across Cornwall and Devon.

THE SPECIAL PARTNERSHIP TRUST VISION

A community which aspires together.

Delivered by

An ambitious, inspirational partnership of outstanding learning.

Achieved by

An innovative, integrated trust with strong leadership at all levels in delivering outstanding educational outcomes, empowering parents, pupils and staff to strengthen our community even further.



ABOUT ORCHARD MANOR SCHOOL

Orchard Manor School is a special school with a residential provision that caters for around 200 students aged 3 to 19. We provide education and care for pupils with Autistic Spectrum Conditions, communication and interaction difficulties, and associated learning needs. Most pupils attend as day pupils, however a proportion benefit from weekly residential placements.

Our provision is from EYFS to post 16 and some pupils travel a fair distance to school each day. The school is set in a 30-acre site with fabulous grounds which enable us to offer an extensive outdoor education including forest school, horticulture area, indoor swimming pool and purpose-built cycle track.

The school is expanding, and we are looking forward to opening new buildings very soon which will provide increased vocational and sporting opportunities for all our pupils.

WHY JOIN US

As well as making a positive contribution to the lives of our students, we can offer you:

- Supportive, collaborative, and friendly staff environment in a setting where you will have the chance to make a real and positive impact on the lives of students
- Professional and continuous training programmes
- Competitive salary
- Generous pension schemes (Teachers'/ LGPS Pension Scheme)
- Commitment to staff well-being, including staff celebration events



SCHOOL IMPROVEMENT

Our SIP report in February 2023 reported:

“Despite difficulties in staff absence, recruitment and retention, the school has done extremely well to keep focussed on school improvement and has made a very good number of changes that has improved the quality of education students receive. Improvements are clearly evident within the Early Years provision, the KS4 complex needs class, and the teaching of English, particularly reading. PE is also an area of real expertise and unique in offering more holistic support for the students. “

Residential Ofsted Report - Awarded Good:

Children are happy and comfortable in the houses. They interact positively with the staff and are clearly familiar with them. Staff form trusting and respectful relationships with the children. They help the children to settle into routines. This increases the children’s independence and helps them to take part more fully in daily activities. For example, staff have supported one pupil with a healthy sleep routine, which has increased his ability to engage in his school day.

Staff are committed and enthusiastic. They enjoy their work. They share their skills across the site. For example, residential staff will also support day children at school. Staff have effective daily handover discussions between school and the residential houses about the children’s well-being. This helps staff provide a consistent response to the children’s needs.

Our SIP report in June 2022 reported:

“Despite the significant changes, all staff spoken to remain extremely positive about the improvements that have been made and future plans. Many staff sighted the work of a few senior leaders who had been the bedrock of the school over recent years. Staff trusted these leaders and felt encouraged and able to share ideas and challenge proposals; they felt involved in the evolution of the school and therefore excited by the terms ahead. Current leaders in the school should be congratulated for enabling this culture to exist.”



OUR RESIDENTIAL PROVISION

The high-quality residential provision will provide a platform for future innovative approaches to education and care for pupils in the Trust. We can accommodate up to 20 pupils on a weekly basis during term time.

The young people live within one of our two spacious superbly appointed residential houses which are surrounded by nature and have access to our school's fantastic outside facilities.

Each of the houses are tailored to the individual needs of the young people. Residents have a say in the decoration and designation of the houses, for example, one house has a model train room another has a Warhammer room, and another has a sensory room.

Young people take part in a varied activity programme supported by a skilled and experienced staff team to help further develop their educational experience and social and life skills.

Young people make accelerated progress from their starting points working on all aspects of their EHCP. As well as supporting their education outcomes we provide significant opportunities to develop skills in preparation for their next steps. This includes shopping, cooking for themselves and groups, socialisation skills, travel skills, personal safety and personal care skills.

We pride ourselves on a forward thinking safe, caring, comfortable "home from home" where young people learn to thrive.



ORCHARD MANOR SCHOOL VALUES AND AIMS

At Orchard Manor School, we promote a positive learning environment, culture, and ethos which gives our students the knowledge, skills and experiences to develop independence and reach their potential. We develop the understanding, interests, and aspirations of our students through the following values:



Our holistic curriculum is designed around key elements which underpin our vision for the school so that our young people leave us prepared for their future. Our curriculum offer is flexible and supported by a commitment to inclusion and age-related experiences for all. We know that at any time our students will need varying levels of support and extension depending on their need



LOCATION INFORMATION

Orchard Manor School, John Nash Drive, Dawlish, Devon EX7 9SF

Tel: 01626 862363 www.orchardmanor.devon.sch.uk



Dawlish is an English seaside resort town in the civil parish of Teignbridge on the south coast of Devon, 12 miles from Devon's historic capital city of Exeter and equidistant from the English Riviera resort of Torquay.

The traditional seaside town of Dawlish, with its early Victorian and classic Regency style, is fronted by a sandy beach which sits on the South West Coast Path and historic railway line from Exeter to Newton Abbot and beyond. To the north east of Dawlish is the seaside resort of Dawlish Warren with its long blue flag beach, sand dunes, and nature reserve. Teignmouth to the south is known for its rowing, golf and sailing clubs.



The historic university city of Exeter with its Cathedral, Quay and Canal also boasts an excellent shopping centre and social hub. Powderham Castle and several National Trust estates are also nearby.

There is easy access to both Dartmoor National Park, an area of Outstanding National Beauty and the South Devon Coastline. Haldon Forest and other country parks and open spaces are close too, popular with both walkers and cyclists alike.



www.twitter.com/orchardmanorsch



www.facebook.com/OrchardManorSchool



www.instagram.com/orchardmanorsch

SAFEGUARDING AND CHECKS

The Special Partnership Trust is committed to safeguarding and promoting the welfare of all its students. We expect staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and the information provided. Due to the nature of this role a Section 128 check is also a requirement.

As part of our recruitment process, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.



APPLICATION PROCESS

Application forms are available on our website under the 'Vacancies' section, or you can email to request a copy.

Please give details of all employment training and periods of unemployment since leaving secondary school to the present day. Completed applications should be posted or emailed to the address below, together with a covering letter, clearly demonstrating your suitability for the role. Where possible, please also provide professional email addresses for your referees. References must cover at least the previous three years employment. Please inform referees they will be contacted before interviews take place.

All applications will be acknowledged by email.

If you are unsuccessful, your application and personal information will be destroyed after six months in line with GDPR.

If you would like to discuss this role in confidence, please contact our admin office using the details below.

SCHOOL CONTACT DETAILS

Orchard Manor School
John Nash Drive
Dawlish
EX7 9SF
01626 862363

admin@orchard-manor.org

(for applications and visits to the school)

