



The Blue Tangerine Federation
SPECIAL EDUCATIONAL NEEDS SCHOOLS
Promoting the Abilities in Disability



The Collett School
SPECIAL EDUCATIONAL NEEDS
Proudly Different



St Luke's School
SPECIAL EDUCATIONAL NEEDS
Thrive in Life

Recruitment Pack

2023-2024



The Blue Tangerine Federation

SPECIAL EDUCATIONAL NEEDS SCHOOLS
Promoting the Abilities in Disability

Thank you for considering The Blue Tangerine Federation as your future employer.

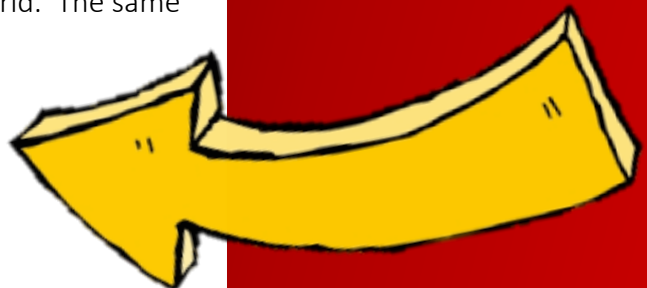
When considering a name for the federation of schools, the term '*Blue Tangerine*' seemed to capture the feel and ethos of our schools. A 'Blue Tangerine' in Urban Dictionary terms means '*different in a good way and, indescribably beautiful!*' We felt this summed up our children and adults nicely! We celebrate our differences and are proud of who we are.

As a federation of The Collett School and St Luke's School we are ultimately focused on improving opportunities for our pupils by being better, together.

We innovate and look outwards, confident in our direction of travel and what needs to be done. Both schools are deemed by Ofsted as 'good' with 'outstanding' Personal Development. As schools, our achievements in promoting the abilities of our pupils is relentless; our Chelsea Flower Show award-winning gardens give testament to this - displaying our pupils' abilities on an international platform. Both schools promote the values of work-related learning and strive to ensure they are equipped as well as possible for adulthood.

Our schools' ethos and values are tangible. We value every child's abilities - supporting them to acquire the knowledge and skills relevant for their childhood and transition to successful adulthood in our mainstream world. The same values echo through our staff values too.

- We look after ourselves,
- We look after each other,
- We look after the environment,
- We look after our learning.



Our Vision: Our Vision is a world where people with learning disabilities thrive.

Our Mission: Our Mission is to promote the abilities of people with disabilities within our immediate, local and wider communities in order that our vision is realised.



The Collett School

SPECIAL EDUCATIONAL NEEDS

Proudly Different

The Collett School, part of The Blue Tangerine Federation, is a dynamic, passionate learning disabilities school for children aged 4-16yrs. Our curriculum prioritises 'communication', 'functional skills', 'personal development' and 'understanding' for relevance in order to thrive in a mainstream world.



St Luke's School

SPECIAL EDUCATIONAL NEEDS

Thrive in Life

St Luke's is a dynamic and enthusiastic special educational needs school for children aged 7-16yrs. Our curriculum prioritises 'communication', 'personal development' and 'understanding' for meaningful learning to successfully access our mainstream world.

The Blue Tangerine Federation Offer



Working with children with SEND on a meaningful curriculum with many opportunities for individualisation, creativity, research and experimentation



A professional approach and great, supportive team



Immediate access to our confidential Health Care support (online doctor, mental health support, access to counselling services and further medical needs support)



Salaries aligned to London Fringe school teachers' pay scales and national NJC pay scales and a commitment to the Green and Burgundy books



Generous pension benefits with the TPS or LGPS



Free parking on site



Free annual flu jab



Free Christmas lunch



Career opportunities within the federation



Generous PPA time for teachers



Free tea and coffee



Active staff associations in our schools with staff social events held regularly



Induction and continued professional development training programmes



Annual performance reviews for all staff where opportunity is given to renew successes, acknowledge personal targets and highlight professional development.

The Blue Tangerine Federation is an equal opportunity employer. We value diversity and are committed to creating an inclusive and supportive workplace where everyone is treated with respect and dignity.

Job Vacancies

- We post all our job vacancies internally and externally to ensure all jobs are fairly advertised.
- We seek to post jobs in a range of places to attract a diverse body of applicants to reflect and inspire our school pupil community.

Application Review

- Applications will be reviewed by a selection committee against predetermined criteria and job specifications.
- We do not ask for candidate's age or sex on application forms. We remove candidates' names on application forms before selection as part of our intent to avoid unconscious bias.
- Shortlisted candidates will be invited to participate in the interview process. This will be held at one of the schools in the federation. We do not interview on Teams/Zoom.

Interview Process

- Interviews will be conducted by a panel comprising representatives from the departments and often, from both school settings.
- The process includes initial interviews, skills assessments, and a formal interview.
- You will be asked about your safeguarding knowledge and experience of your engagement in the process of reporting and following up safeguarding matters.
- At the point of interview, candidates are given a printed copy of the interview questions as we know interviews can be unsettling. For those candidates with visual or hearing impairments, please let our HR Officer know what further adaptations we need to put in place to support you.

Confidentiality

- All recruitment processes will be conducted with the utmost confidentiality. Personal information about applicants will be handled in accordance with relevant data protection and privacy laws.

Reference Checks

- Reference checks will be conducted for final candidates to verify qualifications, experience, and suitability for the position. We always ensure we have clarity from the referee regarding the candidate's suitability to work with children. Safeguarding trained interviewers will be on the panel who check all references and undertake social media trawls.

Post-Interview Feedback

- We are happy to provide feedback from interviews. We notify candidates via email, though will happily telephone instead, where preferred.

Offer of Employment

- Offers of employment will be made in writing, detailing terms and conditions.
- Candidates will be given a reasonable timeframe to respond to the offer.

Transition to Your New Workplace

All members of staff are appointed to The Blue Tangerine Federation. We have one Governing Body across the two schools. A few members of staff work across both sites across the week, though most colleagues are sited at one or the other school.



Staff Development

The Blue Tangerine Federation is dedicated to the continuous professional development of its staff. Opportunities for ongoing training and skill development will be provided to ensure that staff members continue to grow and contribute effectively to the educational mission of the federation.

Collaboration and Innovation

Staff members are encouraged to actively participate in the federation's collaborative initiatives, including joint CPD, cross-school working parties, and other opportunities for sharing best practices. This collaborative culture is integral to our commitment to raising standards and fostering innovation.

Training and Induction

Part of the induction process is to find out what you already know and, what gaps there are in your training and knowledge. Every person undertakes training in:

- Our culture
- Level 1 Safeguarding and Prevent training
- Physical interventions and managing hygiene matters
- Job standards, career expectations, performance appraisal
- Our Curriculum and assessment systems (CAPPS and StAPPS)
- Teaching reading and our phonics scheme
- Teaching – using the Rosenshine principles
- SCERTS and our SEND focus
- Strategies for behaviour support

Moving the dial on the future of opportunity for children with SEND



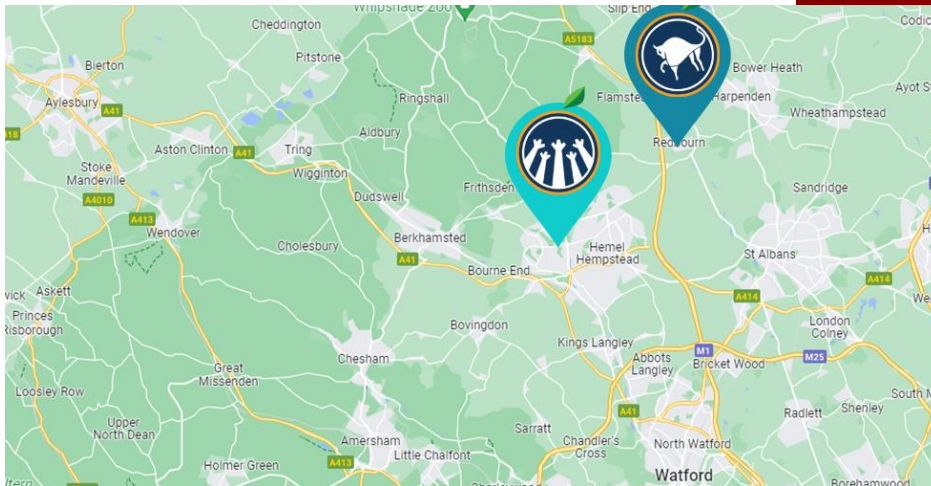
Joining Our Schools Means You Want to Make A Difference for Children *and* Adults with SEND...

There are approximately 1,130,000 adults in the UK with a learning disability, 94% of whom are unemployed. Many of these adults may not be able to work as a result of the severity of their cognitive disabilities, but it's not an encouraging picture for our school leavers.

In ensuring our young people have the best chance of a happy childhood leading to an impactful adulthood, our staff extoll the importance of self-belief needed to push through learning disability barriers to build resilience.

Alongside the embedding of essential skills and knowledge, it is critical to expand our young people's horizons by exposing them to new learning, experiences and enable them to see themselves not just *having a voice*, but as full participants in our community, society and British culture.

How to find us



The Collett School

Lockers Park Lane

Hemel Hempstead

Herts. HP1 1TQ

01442 398988

collett.herts.sch.uk

St Luke's School

Crouch Hall Lane

Redbourn

Herts AL3 7ET

01582 626727

stlukes.herts.sch.uk