



Outreach Advisory Teacher (maternity cover)

New River College

Closing date: 23:59 Monday 7th July; Job reference NRC/O0625

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About us

At NRC, we work hard to support all our pupils to learn and achieve in a safe and nurturing school environment. We are committed to helping them manage their emotions and behaviour and to acquire the skills they need for their next steps – whether that be returning to mainstream schooling, or moving on to further education or work. For us, success means seeing our young people eager to attend school and learn. It's also about seeing them make progress where often they haven't before and ready to return to take their next steps – with confidence.

At New River College, we show our pupils that we care, in many different ways. We provide a safe, supportive learning space, personalised learning plans and support in every lesson and every intervention and support their personal development with a focus on their emotional health and wellbeing.

NRC Primary

Our school supports children from Islington primary schools with Social, Emotional and Mental Health needs who have been permanently excluded, allocated a place through SEN consultation or via the Securing Education Board on a short-term placement. A high number of our pupils also have an additional diagnosis of autism and/or ADHD. We work with pupils whose special educational needs mean that accessing mainstream provision is too difficult for them and they require a higher level of support. We have small classrooms of up to six pupils, with a high staff-to-pupil ratio, ensuring that children are given the correct support when needed across the school day.

Using a trauma-informed approach, our staff work closely with pupils and families to develop positive relationships in order to remove barriers to learning and personal development. We believe that all behaviour is communication, and we base our approach on three core elements: celebration, restoration and de-escalation.

NRC Secondary

New River College Secondary is a school for 11- to 16-year-olds with social, emotional and mental health challenges. Pupils are taught in small form groups of generally no more than six pupils, with a high ratio of support from specialist teachers, learning assistants and pastoral mentors. Our pupils access a broad and balanced personalised curriculum that includes a strong emphasis on literacy skills, personal development, academic subjects and vocational courses. Pupils are fully assessed on entry during an induction week, and our flexible timetables are differentiated to meet individual learners' needs.

NRC Medical

New River College Medical is an alternative provision for children and young people with medical and/or mental health and wellbeing needs. Operating a trauma-informed approach to the education and care of all of our pupils, every individual has access to a broad and personalised curriculum, high-quality pastoral support and therapeutic interventions to capitalise on the talents and strengths of our pupils and build their confidence, independence and resilience. Progress is considered in a number of ways and targets are

monitored and reviewed regularly by tutors, who are there to support pupils at each stage of their journey with us.

There are three branches to the provision:

- our school, temporarily based at Copenhagen Primary School, which is for pupils aged 11 to 16 who have a variety of ongoing medical needs generally relating to emotional-based school avoidance, anxiety, self-harm, adverse childhood experiences and trauma. A number of young people also have additional diagnoses including Autistic Spectrum Condition (ASC), Attention Deficit Hyperactivity Disorder (ADHD) and special education needs
- our classroom on the Lfor (Children's) Ward at Whittington Hospital, which is for pupils aged between five and 18 who are able to access and engage in education during their hospital stay
- our Home Education and Outreach service, which provides tuition for pupils who are unable to attend an educational setting due to medical and/or mental health needs.

“

A culture of high expectations for pupils to learn exists in all areas of the school's work. Pupils rapidly improve their self-confidence and acquire attitudes that are far more positive than when they first arrive. As a result, all groups of pupils make excellent progress from their starting points. (Ofsted July 2016)

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Vision and Values

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools

“

The leadership team has maintained the outstanding quality of education in the school since the last inspection.”

(Ofsted July 2016)



New River, New Start
‘In the now and beyond’

Structure chart

Executive Headteacher			
Deputy Headteacher for Teaching and Learning		Business Manager	
Deputy Headteachers Secondary	Deputy Headteachers Medical	Deputy Headteachers Primary	Outreach Coordinator
			<div>Outreach Advisory Teacher</div> <div>Outreach Mentors</div>

Advert

New River College Outreach
Half Moon Crescent
London
N1 0TJ

Thinking of a
role to further your
education career?

Are you ready for a
new challenge?

New River College
can provide both.

Outreach Advisory Teacher (Maternity cover)

Salary grade: MPS1 - UPS3 + SEN 1 (£38,766 - £60,092 + £2,679)

Required for January 2026

We are looking to appoint an enthusiastic and dedicated Outreach Advisory Teacher to work with a committed team of professionals at New River College Alternative Provision (AP). The role will involve providing early intervention and support to staff working in Primary and Secondary Schools for pupils with social, emotional and mental health concerns.

The Outreach advisory teacher role will involve pupil assessment, collaborative consultation with school staff, modelling strategies, coaching school staff and providing training. The main focus of this post is implementing early intervention strategies to prevent SEMH concerns escalating over time.

New River College comprises of three Alternative Provisions in Islington (primary, secondary and medical), for pupils with social, emotional and mental health difficulties (SEMH). We teach children and young people aged five to sixteen years old who have been permanently excluded or have complex medical needs to address their behaviour and/ or medical needs within their learning remit. We also provide outreach support to build capacity in mainstream schools to manage children and young people with SEMH.

This is a good opportunity for someone with a passion and commitment for improving outcomes for children. It would suit a skilled and experienced teacher who is looking for a challenge and an opportunity to enhance their career.

Closing date for applications: 23:59 Monday 7th July 2025

Shortlisted candidates will be notified by: Wednesday 9th July 2025

Interviews will be held on: Tuesday 15th July 2025

For more information about the post please contact the Outreach Coordinator, Gordon Smith, on gordon.smith@nrc.islington.sch.uk or 020 7504 0534 (option 3).

New River College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will need to undertake an enhanced DBS disclosure. As part of our safeguarding procedures, we also seek publicly available information online about all our shortlisted candidates, to ensure their suitability to work with vulnerable young people.

Job Description

<p>New River College Alternative Provision JOB DESCRIPTION</p>

POSITION: Maternity Cover Outreach Advisory staff member for Primary and Secondary

GRADE: M1 – UPS3 + 1 SEN point

RESPONSIBLE TO: Head of Outreach

RESPONSIBLE FOR:

PURPOSE OF THE POST

The purpose of the post is to achieve the highest possible standards and outcomes for the pupils in the AP and mainstream secondary schools. The post holder will ensure a cohesive and personalised programme of training and support for identified pupils and schools. This will include supporting staff in APs and mainstream schools to develop strategies around SEMH and behaviour for teachers, support staff and pupils. This post will involve assessment of children, advice to staff, partnership working, modelling, coaching and training.

The postholder will support the College Leadership Team (CLT) in creating a lasting improvement in the quality of education provision and the management of teaching and learning through the provision of high quality professional services, which meet the changing expectations of New River College.

REQUIREMENTS OF THE POST

The postholder is required to carry out the duties of a teacher as set out in the Schoolteacher's Pay and Conditions and such specific duties that form part of this job description.

Teachers are responsible to the designated member of CLT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

The post-holder needs to be able to develop effective working relationships with school staff, parents/carers, colleagues and external agencies.

MAIN DUTIES

1. To enhance staff understanding of children with social, emotional and/or mental health difficulties through assessment, advice, modelling strategies, linking theory to practice and providing training
2. To work with schools to develop effective strategies and/or programmes to bring about improvements in learning, teaching and behaviour for children with social, emotional and mental health difficulties
3. To provide individual and group work support in schools in order to address pupil's learning, emotional and behavioural difficulties
4. To plan and implement programmes of support to pupils in schools who present with social, emotional and mental health difficulties
5. To provide assessments of pupils' learning, emotional and behavioural difficulties, including the setting of targets and drawing up of action plans
6. To liaise appropriately with other agencies who may be contributing to the pupil's social, emotional or educational welfare and to ensure that parents / carers are encouraged to support programmes designed to meet the needs of their children
7. To support and advise schools on developing effective behaviour management systems and structures that include all children and especially those with emotional, social and mental health difficulties
8. To contribute to the identification of school-based training needs and to contribute to the Outreach CPD programme by providing training as required
9. To contribute to written reports around the evaluation of the service area
10. To write support agreements and keep up to date Records of Visit
11. To support the reintegration of pupils back into mainstream where appropriate
12. To participate in team meetings and NRC training and activities as outlined by the Head of Outreach.

PERSONAL RESPONSIBILITIES

- To carry out the duties and responsibilities of the post, in accordance with New River College's Health and Safety Policy and relevant Health and Safety guidance and legislation
- To promote the safeguarding of children
- To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner
- To participate in performance management, and undertake training and professional development as appropriate

- To undertake other duties appropriate to the post that may reasonably be required by the senior management team on any of the AP sites

PERFORMANCE STANDARDS

- To ensure that all services within the areas of responsibility are provided in accordance with New River College's commitment to high quality service provision
- To ensure that New River College policies and customer care standards are met and adhered to
- At all times to carry out the responsibilities of the post with due regard to New River College's Equal Opportunities policy

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

Signed ----- Date -----

Person Specification

<p>New River College Alternative Provision PERSON SPECIFICATION</p>
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POSITION: Outreach Teacher

GRADE: MPS/UPS + 1 SEN point

CRITERIA

REQUIREMENTS	ESSENTIAL CRITERIA	
EDUCATION AND EXPERIENCE	E.1	Qualified teacher status
	E.2	At least 5 years successful teaching of the subject area designated in JD, including evidence of involvement in the raising of achievement of pupils with SEMH
	E.3	Experience of supporting KS3 and KS4 practitioners in reviewing and developing their practice
	E.4	A Special Educational Needs qualification or relevant experience in the area of SEMH difficulties
	E.5	Evidence of continuing professional development
SKILLS, KNOWLEDGE AND ABILITIES	E.6	An understanding of methods and good practice in reviewing and evaluating teaching and learning
	E.7	Ability to identify, support and disseminate good practice; and to analyse and evaluate outcomes
	E.8	Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or AP

- E.9 Good knowledge of the key government documents relating to KS3 and KS4 curriculum and Special Educational Needs Code of Practice
- E.10 An understanding of national developments in the area of social inclusion and able to demonstrate a commitment to inclusive education.
- E.11 Ability to develop the skills and knowledge of school staff in understanding of SEMH and behaviour management strategies through partnership teaching, training and inputs at both practitioner and manager level to develop practice, disseminate information and develop relevant policies
- E.12 Ability to build effective working relationships with a range of partners and stakeholders including Headteachers
- E.13 Good knowledge of how all children develop and learn and the strategies which support their development and learning
- E.14 Strong interpersonal skills and an ability to communicate clearly both orally and in writing
- E.15 Ability to use key aspects of ICT to present data
- E.16 Demonstrable commitment to inclusive education
- E.17 Capacity to work under pressure and to meet deadlines
- E.18 Capacity to work flexibly and to adapt to the changing needs of the New River College and the AP.
- E.19 Excellent attendance and punctuality
- E.20 Ability to prioritise competing demands
- E.21 Ability to work as part of a team
- E.22 A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.
- E.23 A commitment to deliver services with the framework of New River College's

DESIRABLE

equal opportunities policy.

- E.24 Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- D.27 Management experience

How to apply

Application Deadline

Completed application forms must be received by **23:59 Monday 7th July 2025**.

To apply

Please apply online at www.islington.gov.uk/jobs. If you need any assistance, please contact Schools HR at schoolsrecruitment@islington.gov.uk quoting reference **NRC/O0625**.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Additional

CVs will not be accepted.



New River College Primary
Cloudesley Square
London N1 0HN

Tel.: 020 7504 0534 – opt 1

<http://newrivercollege.co.uk/contact/>

New River College Secondary
Lough Road
London N7 8RH

Tel.: 020 7504 0534 – opt 2

<http://newrivercollege.co.uk/contact/>

New River College Medical
Half Moon Crescent
London N1 0TJ

Tel.: 020 7504 0534 – opt 3

<http://newrivercollege.co.uk/contact/>