



July 2025

Dear Applicant,

Thank you for expressing an interest in the post of part-time (0.6) permanent Additional Learning Needs (ALN) teacher at Ysgol Penglais School. You will be joining the school at a very exciting time as we live our vision for Penglais.

'Ysgol Penglais School is a happy, ambitious and high-achieving school where everyone is respected and valued'. We work hard with staff, students, parents and the governing body to ensure that Ysgol Penglais School is the excellent school that our students and community deserve. We are continually working to achieve the highest standards of student achievement, behaviour and teaching and learning.

We have an experienced body of staff who work hard and manage to maintain a supportive and friendly ethos. Our students want to achieve more than they thought possible and want to be challenged and supported to do so. There are many different needs within the school and the ALN department work hard across the school to support students when needed. The 6th form is very strong with about 230 students, achieving excellent results again this year.

By joining Ysgol Penglais School, you will be supported professionally to achieve excellence in your role. I can promise you a demanding but ultimately rewarding experience as we move forward to becoming an excellent school.

The enclosed information gives you a snapshot of the school. If you would like further information, please contact Helena Clements by email at hcl@penglais.org.uk, or on 01970 624811. I look forward to receiving your application.

Yours sincerely

Mair Hughes
Pennaeth/Headteacher

Pennaeth / Headteacher:- Ms Mair Hughes



PENGLAIS SCHOOL'S VISION:

Striving for Excellence

Ysgol Penglais is a happy, ambitious, diverse and high-achieving school where everyone is respected and valued. We are a strong, actively inclusive community, where everyone cares for each other. By developing our independent skills and working with staff, families and others in our community we will achieve and become our very best. The school is vibrant with students and staff co-operating, learning, thinking and working hard. We empower students to take on challenges and recognise that this is key to their individual growth. By developing confidence, resilience, bravery, independence and acceptance, our students will become responsible citizens of their communities, Wales and the world.



PENGLAIS SCHOOL VALUES

Being respectful and kind

Being ambitious and resilient

**Developing independence,
confidence and responsibility**

**Embracing diversity and
celebrating success**

**Being proud and active citizens in
our communities**



Additional Learning Needs (ALN) teacher – part time (0.6) (MPS)

We are keen to appoint an excellent ALN teacher who will be able to support pupils with special learning needs to make excellent progress. This is a new role which will provide support to Canolfan Ni, a unit for children with intensive needs, as well as the Skills for Life unit.

The successful candidate will thrive on the challenge of working with our staff and students to ensure that students in the units receive an education that enables them to make excellent progress; that they receive experiences that will challenge them and develop their creative thinking, and that all students will develop their confidence and personal skills. You will be committed to finding inclusive approaches to inspiring students, to improve the life-chances of all our students.

This is an ideal opportunity for an ambitious candidate to play a key role in increasing the aspirations and success of our students, thereby contributing to the journey of Ysgol Penglais School in becoming an excellent school.

Ysgol Penglais School has much to offer:

- a research-based school with good relationships between staff and students
- a commitment to the professional development of all its staff to become outstanding teachers and leaders
- access to the bustling university town of Aberystwyth
- located on the beautiful Ceredigion coast, an area of natural beauty

For further details please contact Helena Clements (PA to the Headteacher) on 01970 624811 or email hcl@penglais.org.uk

Ysgol Penglais School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful candidates must be willing to undergo Enhanced DBS and other checks appropriate to the post.

Ysgol Penglais School is an equal opportunities employer.

Closing date: 13/07/2025

Interviews: week beginning 14th of July

Job Description – Additional Learning Needs (ALN) Teacher

Job title: ALN Teacher
Salary grade: Mainscale
Accountable to: Teacher in charge of Canolfan Ni

Core Purpose:

- To deliver consistently high standards of teaching and learning
- To ensure good progress and conduct of students within the lessons
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
- Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD)

Key accountabilities	Key tasks
Accountable for delivering high quality teaching and learning that will ensure good progress	<ul style="list-style-type: none"> • Ensure that their teaching inspires students to achieve or exceed their goals • Take account of, and plan for, the needs of all students taught, including ALN, EAL, PPG and Gifted & Talented students • Encourage students to explore and evaluate different learning strategies within their subject • Ensure that students understand the requirements and learning outcomes for the subjects • Mark books regularly, according to the school expectations, and give regular feedback to enable all students to make good and outstanding progress • With the teacher in charge of Canolfan Ni and the ALNCo, contribute to the development of good practice in the subject to ensure that learning is good or outstanding in the subject • Contribute to the regular review of the curriculum
Accountable for the progress of students in the classes	<ul style="list-style-type: none"> • Make effective use of data to diagnose and track student performance in order to raise attainment • Ensure student records are regularly updated to enable the tracking and monitoring of progress • Take overall responsibility for the performance and progress of students taught, including published exam outcomes • Work collaboratively with colleagues to prepare students for public examinations, including contributing to exam preparation and revision sessions • Undertake marking and standardization and provide information for exam entries in line with school and statutory requirements
To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth	<ul style="list-style-type: none"> • Take a lead role in the Person Centered Practice (PCPs) and Individual Development Plan (IDP) process • To promote the general progress and well-being of individual students and of Canolfan Ni • To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life

	<ul style="list-style-type: none"> • To evaluate and monitor the progress of students and keep up-to-date student records as may be required • To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved. • To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff • To contribute to Wellbeing programme according to school policy • To apply the Behaviour Management systems so that effective learning can take place • To ensure that school rules and procedures with regard to attendance, punctuality and school uniform are consistently and fairly applied
Accountable for always ensuring the vision and values of the school are promoted	<ul style="list-style-type: none"> • Always ensure highest expectations for all students in their conduct and learning, showing a real ambition for all students • Follow the positive behaviour for learning policy and promote it at all times • Contribute to school-wide initiatives in the subject • Contribute to the programme of extra-curricular activities, enrichment events, and visits and journeys relating to the subjects • Embrace opportunities to work with colleagues to enhance and improve practice • Contribute to the development of Welsh-speaking and Welsh ethos across the school
Accountable for the safeguarding of students	<ul style="list-style-type: none"> • Contribute to the safeguarding of students and to child protection using the procedures outlined in school policies • Ensure that health and safety policy and risk assessments are followed.
Other	<ul style="list-style-type: none"> • Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person • Ensure that the school's Equal Opportunities Policy is implemented and contribute to its regular review • Attend and participate in regular meetings • Attend training where appropriate and exploit other opportunities for continuing professional development • Recognise own strengths and areas of expertise of themselves and the team and use these to advise and support others • Participate fully in the school's performance management programme • Undertake other duties commensurate with the status of the post as may from time to time be determined by the Headteacher

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year, but may be subject to modification or amendment at any time after consultation with the holder of the post

Person Specification

Qualifications	<ul style="list-style-type: none"> • Graduate status • Qualified Teacher Status
Experience	<ul style="list-style-type: none"> • Evidence of being a good to outstanding classroom teacher • Evidence of having some experience of teaching students with additional learning needs • Evidence of being an excellent form tutor • Evidence of monitoring student progress and teaching and learning
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge and understanding of students who have additional learning needs • Ability to promote a positive attitude to learning and to school • A high standard of written and oral communication • Ability to use ICT effectively
Personal qualities	<ul style="list-style-type: none"> • Enthusiasm for teaching and learning students with ALN • Commitment to continuous professional development of yourself and others • Be able to relate well to students and a commitment to positive and healthy outcomes for young people • Be able to listen effectively and be sensitive to others • A demonstrable commitment to the safeguarding of students and child protection • A demonstrable commitment to equal opportunities • Sense of humour • Excellent attendance and punctuality
Other	<ul style="list-style-type: none"> • A willingness to take part in extra-curricular activities • Commitment to the school's ethos, aims and its whole community

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