

JOB DESCRIPTION & APPLICATION PACK



Branches Education Group

Welcome to Your New Beginning

Inspiring Growth. Nurturing Potential.
Transforming Futures.

A Warm Welcome

Welcome to Branches Education Group — a dedicated family of Special Educational Needs (SEN) schools where every young person is celebrated, supported, and empowered. Joining us means becoming part of a team that believes in unlocking potential, embracing individuality, and shaping brighter futures together.

Whether you're joining The Willows Primary School or Silver Birch Secondary School, your role is vital, valued, and truly impactful. We're thrilled you're considering taking your next professional step with us.



Who We Are

Branches Education Group is home to two specialist schools:

The Willows Primary School

A nurturing, play-led environment supporting children ages 5–11 with a range of special educational needs.

At The Willows, curiosity is celebrated, small achievements are big victories, and childhood is embraced wholeheartedly.

Silver Birch Secondary School

A dynamic, supportive school providing tailored learning for young people ages 11–16. Here, students discover their strengths, independence grows, and the path to adulthood becomes a journey of pride and possibility.

Together, our schools create a continuous, connected support system from early childhood to adolescence.



Our Vision

To create safe, stimulating, and inclusive learning environments where every learner can grow confidently, learn joyfully, and flourish fully — academically, socially, and emotionally.

Our Values

Compassion

We meet every child where they are.

Consistency

We build trust through structure, routine, and strong relationships.

Creativity

We think beyond traditional teaching, finding what works for each learner.

Collaboration

We grow stronger when we work together — as colleagues, families, and communities.



“Every small breakthrough feels like a huge achievement. The students inspire me daily.”

“I’ve grown professionally and personally more here in one year than in any previous job.”

“You feel part of a team from day one — everyone supports each other.”



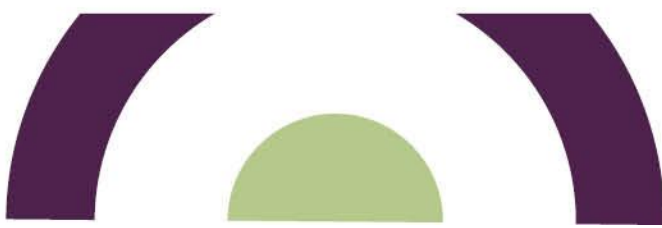
What We Offer

Career Growth & Opportunities – We're expanding, which means more pathways for you to grow too!

- Comprehensive Induction & Training – Including Safeguarding, First Aid, CPI, PACE, Attachment & Trauma training
- Supportive Team – You'll be working with a skilled, encouraging, and friendly staff group
- Refer a Friend Bonus
- Blue Light Card – Enjoy discounts on lots of everyday favourites!
- Company Pension Scheme
- Free On-Site Parking

SIX Reasons Why to Join Our Team

- 1) Inspirational management team that genuinely cares about both pupils and staff wellbeing.
- 2) Opportunities for personal growth and development due to the family size feel of the school and its independent structure.
- 3) A real chance to build a work/life balance in what can be a challenging profession with reduced paperwork and bureaucracy.
- 4) Small class sizes ensure more focused learning with pupils to really be able to make a difference to their attainment.
- 5) About to achieve transformational outcomes for families through innovative practice that is based a holistic approach.
- 6) Genuine professional autonomy.



Our Schools



The Willows Primary School

- Warm, sensory-rich classrooms
- Play-focused learning
- Daily emotional regulation support
- Strong links with families
- A safe space for little learners to thrive

Address: The Willows School, Henry Street,
Rishton, Lancashire, BB1 4JJ

T: 01254 360 807

E: info@thewillowsschool.com



Silver Birch

Empowering Every Learner, Building Skills for Life

Silver Birch Secondary School

- Bespoke curriculum pathways
- Life skills and independence-building
- Vocational opportunities
- Specialist therapeutic support
- A community where teens feel seen, heard, and supported

Address: Silver Birch School, Briercliffe Road,
Briercliffe, Burnley, BB10 2HA

T: 01282 798764

E: info@silverbirchschoo.org



Qualified Primary/Secondary Teacher

Role Type: Permanent, Term Time

Reports To: Headteacher

Location: The Willows School, Riston/Silver Birch School, Brierfield

Salary: £31,650.00-£49,084.00 per year

Hours: Monday – Friday 8.15-4.15

Job Specification

At The Willows School and Silver Birch School, our aim is for pupils to develop a love of learning in an environment that is nurturing, inclusive and aspirational. Our school mottos – "Dream, Believe, Achieve" and "Empowering Every Learner" – reflect our belief in the potential of every child. We support pupils in imagining what is possible, believing in their ability to succeed, and achieving meaningful outcomes in school and beyond.

The curriculum at all Key Stages is carefully structured to enable pupils to secure success:

Academically – by accessing appropriate, personalised learning pathways.

Personally and developmentally – by building confidence, resilience and independence.

In life at the school – by participating fully in the school community and forming positive relationships.

Overall Responsibilities

As a teacher at The Willows School and Silver Birch School, you will play a vital role in the academic, emotional, and social development of our pupils. You will be expected to:

- Deliver an engaging and appropriate curriculum that promotes high-quality learning experiences and outcomes.
- Adapt content, resources, and teaching strategies to suit the individual needs and interests of each pupil.
- Create a safe, inclusive, and stimulating learning environment.
- Support whole-school initiatives, including the delivery of reading and literacy across the curriculum.
- Understand and apply school policies, values, and educational philosophy in everyday practice.
- Prioritise safeguarding in all areas of your work and ensure pupils' safety and welfare is central to your role.

Curriculum and Teaching

You will tailor your teaching to support a wide range of learning needs and styles. Each pupil requires a personalised approach to help them make meaningful progress. You will be expected to:

- Plan, deliver, and evaluate creative, challenging, and inclusive lessons for small class groups.
- Adapt teaching approaches to meet the learning preferences and needs of individual pupils.
- Regularly review and refine the curriculum to ensure it meets the needs of all learners.
- Integrate a range of resources, including ICT, to enrich teaching and learning experiences.
- Maintain high expectations for every pupil, regardless of their starting point.
- Build strong relationships with pupils to better understand their motivations, barriers to learning, and potential.
- Support pupils to achieve recognised accreditations and qualifications, including external examinations.
- Assist with arrangements for pupil assessments, presentations, and the supervision of exams.
- Lead on subject-specific planning, development, and whole-school progression where appropriate.

Pupil Support

Developing strong, positive relationships is key to encouraging pupils to engage, thrive, and succeed. In this role, you will:

- Serve as a consistent and positive role model for all pupils.
- Provide a safe and supportive learning environment where pupils feel valued and secure.
- Help build confidence, self-esteem, and independence in all pupils.
- Equip pupils with the skills and knowledge to become responsible and well-rounded individuals.
- Use the school's Behaviour, Rewards, and Sanctions Policy effectively to reinforce positive behaviour and manage challenges.
- Foster strong partnerships with parents/carers and external professionals to support pupils' development.
- Consistently challenge and support pupils to make excellent progress.
- Offer meaningful and constructive feedback on pupils' work to guide improvement.
- Support colleagues and pupils by covering lessons and participating in break and lunch duty rotas as required.

Assessment and Marking

Ongoing assessment and effective feedback are essential to pupil success. You will:

- Maintain up-to-date and meaningful marking and assessment records (our small class sizes support this).
- Keep clear records of each pupil's learning journey and achievements.
- Use assessment outcomes to inform and adapt planning.
- Follow the school's Assessment, Feedback, Marking, Recording, and Monitoring Policy.
- Produce progress reports as required, including for annual reviews.

General Expectations

In line with your professional role, we also expect you to:

Keep safeguarding as your highest priority at all times.

- Regularly reflect on and refine your teaching practice to meet the needs of all pupils.
- Attend school events, meetings, and other relevant activities as needed.
- Proactively inform the Head Teacher of any training or CPD needs. Career development and progression are important to us, and we will support your growth through regular appraisal and planning.
- Demonstrate commitment, enthusiasm, and integrity in everything you do.

Safeguarding – Safer Recruitment

This position is subject to an Enhanced Disclosure (DBS) check.

The Willows School and Silver Birch School, part of Prosperity Children's Services, is fully committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

As part of the selection process, we will undertake thorough checks to ensure that the appointed candidate poses no risk of harm to children and young people.

The post-holder is expected to uphold the Safeguarding and Child Protection Policy and report any concerns to the Designated Safeguarding Lead (DSL) or Deputy DSL

Person Specification		
Criteria	Essential Skills	Desirable Skills
Experience	Previous teaching experience with pupils of the same age range as the role applied for.	Experience working with children with SEMH. A strong drive and passion for addressing individual educational needs.
Education / Training / Qualifications	Fully Qualified Teacher Status (QTS).	Specialist qualification in Special Education.
Specialist Knowledge	Excellent subject/Key Stage knowledge. Confident in delivering a differentiated curriculum to all ability levels.	Knowledge of SEN, EBD, ADHD, Statements, and 'looked after' children processes. A Special Education qualification would be advantageous.
Skills – Disposition	Strong communication skills. Ability to work collaboratively as part of a team. Skilled in managing challenging behaviour.	Ability to differentiate work effectively.
Working Arrangements / Physical Requirements	High level of professionalism. Emotional resilience and physical fitness, especially for situations requiring Restrictive Physical Interventions. Team player with collaborative mindset.	Willingness to attend training courses occasionally outside of normal working hours.

Ready to Grow With Us?

If you're passionate, patient, and excited to help children with unique learning needs reach their full potential... you'll feel right at home here. We can't wait to meet you and watch you grow — just as we help our students grow, one brilliant step at a time.

If you think you'd be a great fit, please complete our Application Form and email it to recruitment@branches-education.org.uk along with your CV.

