



Fairley House School

.....and all of a sudden nothing is impossible

Candidate Information Pack

Occupational Therapists vacancies for Spring 2023

Full time [or term time only] Band5/6/7



London's leading day school for specific learning difficulties



Dear Candidate

We are so pleased that you are interested in applying for one of our Occupational Therapist posts at Fairley House School. We hope that our application pack gives you all the information you need but if you do have any further questions, please do not hesitate to contact us.

Fairley House is an outstanding specialist Independent School meeting the needs of pupils aged 5-16 with dyslexia, dyspraxia and dyscalculia. We are based in central London with our junior department in SE1 and our senior department and offices in SW1 – approx. twelve minutes' walk between the two. We currently have approx. 210 pupils on roll. We also have an external assessment centre based in SW1.

You will work as part of a transdisciplinary team of specialist teachers, speech and language therapists and educational psychologists. You will be required to carry out a range of standardised assessments and clinical observations, provide reports and keep notes on progress, you will contribute to parent conferences. Treatment will include one to one, small group and class-based sessions – developing gross and fine motor skills, handwriting, and classroom tool use and keyboarding. You will provide consultation and advice to teachers in relation to sensory issues. You will be part of a specialist team supporting the development of literacy and numeracy, contributing to IEPs and annual reviews. Training or experience of Sensory Integration principals and/or co-op approach is essential.

We are a supportive organisation and pride ourselves on our commitment to staff wellbeing, professional development, induction and our whole school ethos.

Our incentive package includes

- Fairley House operates its own competitive pay scale, and salaries are enhanced to reflect our status as a leading Central London SEN Independent School.
- Generous non contribution pension 14.1% with Standard Life
- Free school lunch during term time
- Buffet lunches during INSET
- End of Year staff event
- Complimentary tea/coffee and fruit
- Cycle to work scheme
- Employee assistance line which includes online counselling
- Comprehensive Induction programme
- Opportunity to undertake our level 5 Diploma in SpLD
- A range of in house CPD and online courses
- Excellent transport links [close to mainline Victoria and Vauxhall, 3 minutes from Pimlico tube and numerous central London bus routes]
- The opportunity to work in the centre of London, close to leafy squares and parks, with attractions such as Tate Britain, Westminster Abbey, Lambeth Palace and the London Eye on our doorstep.

We are keen to attract a diverse range of professionals who will support the ethos of the school, if you would like a chat about the roles and ambitions of the school then please do feel free to contact us sf@fairleyhouse.org.uk

Fairley House is committed to the safeguarding and welfare of children and successful applicants must be willing to undergo an enhanced DBS check, personal and professional reference check and a medical.

I look forward to receiving your application.

Yours sincerely
Michael Taylor
Head of School

Job description attached.

Person Specification: Therapist

	Essential	Desirable
Qualifications	Good honours degree Membership of Health Professionals Council Evidence of, and commitment to, continuing professional development	Specific learning difficulties qualification or willingness to undertake OCR
Experience	The therapist should have experience of: Working with children with specific learning difficulties Assessment	Other relevant specialisms such as ASD Sensory integration (OTs)
Knowledge and understanding	Therapists should have knowledge and understanding of: Specific learning difficulties including dyslexia, dyspraxia and specific language impairment Effective therapy techniques Working on a withdrawal basis Working in a classroom in collaboration with the teacher Legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;	In addition, therapists might also have knowledge and understanding of: Transdisciplinary working
Skills	Therapists will be able to: Promote the school's aims, ethos and whole school approach to specific learning difficulties Provide interesting, multi-sensory therapy sessions Manage behaviour positively Write IEPs with SMART targets based on initial assessment or previous IEPs Work collaboratively with other adults in the class room Plan sessions collaboratively with teachers Develop effective relationships with pupils, parents, staff and governors Communicate effectively (both orally and in writing) to a variety of audiences Develop literacy and numeracy in children with specific learning difficulties or be willing to develop these skills	In addition, the therapist might also be able to: Develop initiatives which improve the school

	Contribute to a happy, challenging effective learning environment. Ability to set up equipment for motor classes (OTs)	
Personal characteristics	Committed Empathetic Enthusiastic Organised A reflective practitioner Able to work in a fast paced and demanding environment	

Background of Fairley House

The school is located in central London on two sites, the Senior Department (Years 8 to 11) in Causton Street in Westminster and the Junior Department (Years 3 to 7) in Lambeth (12 minutes' walk between the two sites)

The school was established in 1982 by Daphne Hamilton-Fairley whose husband was killed by an IRA bomb in 1975. Mrs Hamilton-Fairley was a speech and language therapist who had been providing therapy for dyslexic children at home. As a parent with four children of whom two were dyslexic, she knew how poor provision was for dyslexia in London and in the UK generally. She resolved to set up a school for dyslexic children as a memorial to her husband, hence the name Fairley House. She aimed to combine a medical focus: speech and language therapy and occupational therapy, then mainly delivered in hospital clinics, with education. In this respect she was a pioneer and although provision of therapy within school is now commonplace, we stay true to her vision by pushing forward the boundaries of integrating therapy and education.

Currently the school is thriving with 180 -200 pupils. In response to demand and to enable our 10-year Strategy Plan we aim to provide help for more children and families affected by specific learning difficulties, through offering Assessment, Training and Research into effective teaching methods. The school is a charity and is run by a Board of Governors.

Distinctive features of the school and its governing structure.

We are registered with the DCSF as an independent special school for specific learning difficulties. We have children from a range of socio-economic backgrounds and from a wide geographical area (central and greater London but children have come from as far away as Cambridge or the Isle of Wight, remarkable for a school that offers no boarding). The majority of pupils are private placements and parents manage to afford the fees which are high due to the favourable staff: pupil ratio and expertise available. 37% of children are statemented, the vast majority paid for by local authorities (LAs) with some coming from the poorest London boroughs. It is a tribute to our children that this diversity is embraced, and friendships are forged by children from very different backgrounds and circumstances. Children do not arrive in Year 1 and stay until Year 9 because the aim is to provide intensive help for their difficulties and return them to mainstream schooling as and when is appropriate.

Why work at Fairley House School

Comments from current staff



“What I love most about working at FHS is the team approach to helping our pupils. I believe that this holistic approach of looking at the whole child is what makes us so successful at achieving our ultimate aim, which is to get them back into mainstream schooling, equipped with all the strategies they need to flourish. I find it very insightful to work with a child across different contexts (such as within a speech and language therapy session, a Writing lesson, a Reading lesson or within lunchtime clubs) and this is what enables me, as a speech

and language therapist, to be able to ensure that the skills that I am working on are functional to the child within all of their lessons, throughout the school day. I love working collaboratively with the very talented and creative teachers here to plan and co-teach lessons together, where we are both working towards the same common goals.

The children here are also inspirational. Often, they have had very difficult experiences of education prior to coming here, where learning has been such a challenge, and they sometimes have a very low opinion of themselves. However, they are very brave and resilient and willing to give learning another go, and it is amazing to see them succeed and recognise their achievements for themselves. We quickly see their self-esteem soar as they realise what they are capable of and this gives them the confidence to take more risks with their learning”.

“I was on my way home from a parents evening and was yet again reminded how fortunate I am to be working at Fairley House. After a particularly emotional meeting, I left close to tears when a mother described how much her daughter had flourished since being at the school. On a daily basis I know that I am contributing to unlocking the potential of children who previously have seen themselves as a failure. I work alongside a fantastic team and together I know we make such a difference to our students and their families, giving them a safe haven in which they can achieve their potential”.



FAIRLEY HOUSE SCHOOL - TRAINING OPPORTUNITIES

Level 5 Diploma in Teaching Learners with Specific Learning Difficulties (Dyslexia)

Fairley House School (FHS) and CPD have offered a Certificate in teaching learners with specific learning difficulties since January 2006 to those who teach English. The next course will start in September 2024.

This well-recognised qualification provides Continuing Professional Development for teachers working with specific learning difficulties affecting the acquisition of literacy and numeracy. It is suitable for SENCOs, learning support teachers, therapists and classroom teachers wishing to develop specialist skills in this area.

Candidates will attend lectures and seminars after the end of the school day on a Wednesday (from 4:30 to 7:00) our Educational Psychologist will contribute to the course, as will members of the school's speech and language and occupational therapy teams with tutors presenting the majority of lectures, group seminars and individual tutorials.

Candidates are required to teach a student with literacy difficulties for 12 hours and a student with literacy and numeracy difficulties for 6 hours.



Candidates will be assessed teaching both their students and this will usually be done by tutors submitting a videoed lesson. Candidates must gather a portfolio of evidence which demonstrates knowledge of SEN legislation and the roles of Specialist Teachers, Educational Psychologists and Speech and Language Therapists. The portfolio must also demonstrate skills in identifying and assessing students with specific learning difficulties, planning teaching programmes, delivering and evaluating lessons, as well as reflection on the candidate's own performance. There are formal guidelines to follow in order to achieve the qualification. The expectation is that those taking OCR will need to allow at least 10 hours of study per week on top of attending the course.

The course runs for a year. (Fairley House English staff are funded in house and are required to work in the school for at least 2 years following the course. If not, they would be liable for the course costs or part, thereof, depending upon circumstances). It covers CPD fees, lectures and seminars, plus tutorial support and assessment of the candidate's work over 3 terms. If for any reason this extends over and above the three terms, staff could be liable for additional marking costs.

Fairley House School is now the only Central London venue offering the course. The course draws upon the expertise of FHS and working with dyslexic and dyspraxia students. It combines theory and practice and will give candidates practical skills they can use.

The course is offered to candidates from many other schools and offers additional networking opportunities.

For staff who are not teaching English we offer an in-house short course on teaching pupils with specific learning difficulties, leading to a Fairley House Certificate.

For all other enquires relating to professional development please contact HR

How to apply

Having looked at all the documentation please return to our website www.fairleyhouse.org.uk and complete an application form

Please remember that your supporting statement should address the criteria set out in the job description and person specification. We follow safer recruitment guidelines so please give explanation for any gaps in employment.

Alternatively, please contact our HR office at sf@fairleyhouse.org.uk

Or telephone on 0207 976 5456 for further information about this vacancy or an application form.

Job Role

Full time
Permanent Contract with 3 terms probation period
Salary range: £38K-£4k full time [pro rata for term time] [we have our own salary range] dependent on experience
Stakeholders pension at 14.1%
Start date: January/February 2023 negotiable

Closing date 15/12 2023
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Fairley House School is committed the safeguarding of children and young people. All applicants must be willing to undertake an enhanced DBS check. CVs not accepted – application forms only

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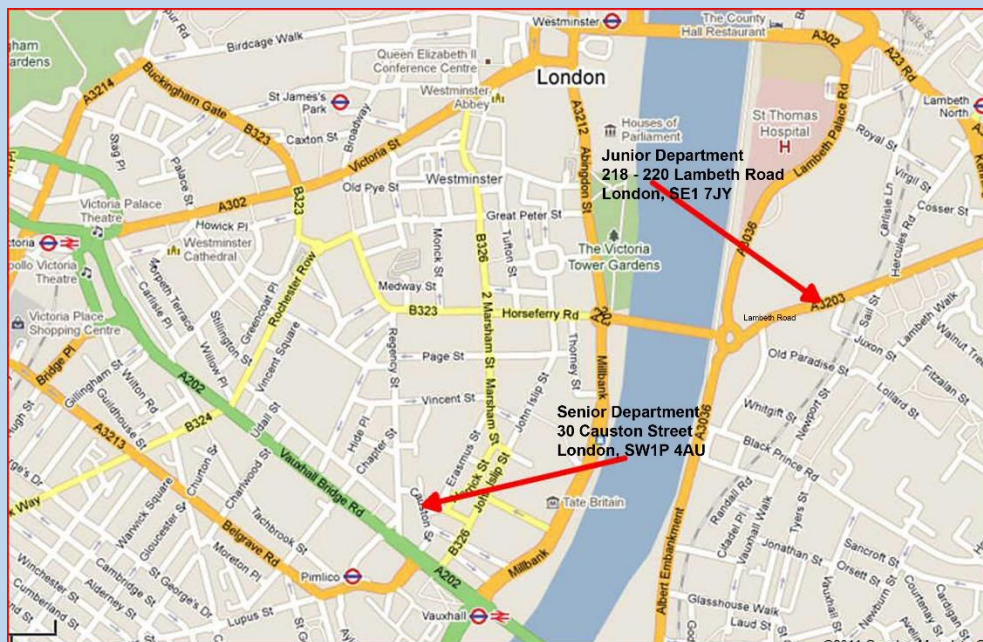
Fairley House School

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**Headmaster:
Michael Taylor**

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How to find us



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