



Fairley House School

Maternity Cover

KS2 Teacher with Subject Leader role

Vacancy Information



London's leading day school for children with specific learning difficulties

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

Background of Fairley House

The school is located in central London on two sites. The senior department (Years 7 to 11) is based in Westminster and the junior department (Years 2 to 6) is based in Lambeth. It is approximately 10-15 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 around 210 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 differences. 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. 58% of children have an Education, Health and Care Plan, 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 2 and stay until Year 11 because the aim is to provide intensive help for their difficulties and return them to mainstream schooling as and when is appropriate.

For September 2025

Fairley House School is looking to appoint a KS2 Teacher for our junior department, based in SE1.

Salary band £41k - £53K pay award pending + Subject Leader's allowance

We are looking for an inspiring, inspirational and highly motivated teacher to work in a setting which really does change pupils' lives. This is an exciting opportunity to join a supportive and collaborative team in an outstanding independent school catering for students with Specific Learning Difficulties (for example dyslexia, dyscalculia and dyspraxia).

Our Mission Statement is to "transform the lives of children with SpLD" by providing a rich and stimulating learning environment, which will engage children and capitalise on their strengths, while helping them overcome weaknesses.

The successful candidate will have the opportunity to work alongside Speech and Language Therapists and Occupational Therapists, who will offer support and guidance both in and outside of the classroom. Small class sizes enable teachers to get to know their pupils and provide excellent pastoral care allowing for the development of the whole child.





Dear Candidate

We are so pleased that you are interested in applying for the post of Maternity Cover KS2 Teacher plus the opportunity to be a Subject Lead 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.

Please see the job description and person specification enclosed in the pack and please address all key areas when submitting your application form and personal statement. This is an opportunity to be involved in a school that really does change pupils' lives.

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.
- Free school lunch during term time
- Buffet lunches during INSET
- End of Term staff events
- Complimentary tea/coffee and fruit
- Cycle to work scheme
- Employee assistance line which includes online counselling
- Excellent transport links (close to mainline Waterloo and Vauxhall, numerous central London bus routes)
- The opportunity to work in the centre of London 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 confidential chat about the roles and ambitions of the school then please do feel free to contact Sally Fenton, HR Manager 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

Job Description for Class Teacher

Junior Department

Providing a first-class education for pupils with specific learning differences.

Teaching:

- Identify clear teaching and learning objectives, which build on prior attainment
- Set tasks which challenge the pupils and ensure a high level of interest, attention, participation and well-being using eclectic, varied and motivating, multi-sensory approaches.
- Set appropriately high expectations.
- Identify the needs of individuals, taking note of individual education plans
- Establish and maintain a safe environment and purposeful working atmosphere which supports learning and in which pupils feel secure and confident.
- Work as a member of a transdisciplinary team

Monitoring, Assessing, Recording and Reporting

- Keep careful and detailed records of pupils' attainments and report these accurately to parents, colleagues, receiving schools and Local Education Authorities.
- Write and review termly IEPs in co-operation with parents, pupils and the special provision department
- Write bi-annual reports for parents

Whole-school organisation, strategy and development:

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the school's vision and values
- Work with others on curriculum and/or pupil development to secure coordinated outcomes.

Health and Safety:

- Be aware of and comply with policies and procedures relating to child protection, health and safety, confidentiality, security, data protection; and report all concerns to an appropriate person
- Actively promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

Working with colleagues and other relevant professionals:

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues.

Professional development:

- Foster and develop areas of interest which can be shared with colleagues.
- Take part in further training and development in order to improve own teaching and overall performance

Communication:

- Communicate effectively with pupils, parents/carers, colleagues, wider school community and governors.

Other Professional Requirements

- Maintain high standards of pastoral care
- Develop a close liaison with parents, particularly in relationship to homework, organisation and management strategies.
- Perform duties required of all members of staff, such as lunch and break supervision.

- Attend INSET Days at the beginning and end of every term, attending after school meetings such as staff briefings, Parents and Professionals evening, Pupil/Parent/Teacher meetings, as well as social events such as prize giving and school plays
- Contribute to extracurricular activities such as lunchtime and after school clubs.

The duties above are neither exclusive nor exhaustive and the post holder may be required to carry out appropriate duties within the context of the job.

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Successful primary teaching experience 	<ul style="list-style-type: none"> • Level 5 qualification or equivalent in SpLD • Experience of subject leadership
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of the National Curriculum • Knowledge of effective teaching and learning strategies • A good understanding of how children learn • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of the guidance and statutory requirements relating to Equal Opportunities, Health and safety, SEN/D and Safeguarding. • Knowledge of effective behaviour management strategies • Good ICT skills, particularly using ICT to support learning 	
Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • High expectations for children's attainment and progress • Ability to work creatively and collaboratively • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • Good communication skills (both orally and in writing) 	

Job Description

Subject Leader

Main purpose

The subject leader will take lead responsibility for providing leadership and management for a subject to secure:

- High-quality teaching
- Effective use of resources
- Improved standards of learning and achievement for all

Duties and responsibilities

1. Working with the Director of Studies to evaluate government guidelines and current practice in mainstream schools in specific curriculum areas to establish how closely it meets the needs of the full range of pupils at Fairley House School and whether any adaptation is required
2. Developing a subject action plan, annually, linked to the School Development Plan
3. Evaluating, developing and ordering resources to meet the needs of the full range of pupils at Fairley House School
4. Developing and maintaining an up-to-date policy and scheme of work which:
 - enables children to achieve the best work of which they are capable
 - takes account of children's specific learning difficulties and overcomes barriers to learning
 - finds creative solutions to the fact that children stay at Fairley House School for varying lengths of time (the average stay being 2 to 3 years) and arrive at different stages in their school careers
 - incorporates metacognition and transdisciplinary working
 - incorporates successful lesson plans and materials
5. Supporting and working with colleagues to promote best practice in the curriculum area where others share teaching in the subject
6. Having a good understanding of how well the subject is being delivered and the impact it has on pupil achievement through lesson observation, scrutiny of work and data analysis.
7. Promoting the subject, its importance, and the value that it brings across the school
8. Keeping up to date, through reading and attending INSET courses and by developing links with sources of expertise beyond school
10. Keeping the Director of Studies informed of curricular issues relating to the subject
11. Developing cross-curricular link

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”.

Alex

“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”.

Miriam

Ready to apply?

Please contact Sally Fenton our People Manager at sf@fairleyhouse.org.uk about this vacancy if you require further information, would like to book a tour or for an application form.

Please see our website for more details about the school and our prospectus.

www.fairleyhouse.org.uk

Application Deadline: **Monday 2nd June 2025**

Interviews to take place week commencing: **9th June 2025**