



Harbour Teacher

New River College Outreach (Medical)

Closing date: 23:59 Tuesday 13th October 2026; Job reference
NRC/H1310

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Why work at New River College?

As a trauma-informed school, our staff are our most important resource. We are committed to ensuring their wellbeing is a priority, as a healthy staff team is an effective one and this, in turn, has such a powerful effect on our pupils' wellbeing.

At New River College, we're always on the lookout for enthusiastic and dedicated staff who are interested in supporting our students to be the best they can be and in developing their own careers and teaching skills. We offer weekly training on all our sites, as well as actively encouraging the continuing professional development (CPD) of all staff to enhance their skills through attending training and visiting other schools and alternative provisions.

We offer our staff the following commitments and benefits:

Competitive pay – All teachers and support staff in Islington receive Inner London Weighting in recognition of high living costs. In addition, all NRC teachers and support staff receive a SEND allowance in recognition of the skills needed to support our students.

Staff supervision – All staff have a fortnightly one-to-one supervision meeting with their line manager. These meetings include wellbeing check-ins, and an opportunity to discuss work concerns with managers and get their support with day-to-day issues. The outcomes of these meetings are noted on the one-to-one template, signed, and copies are kept by staff and their line manager.

Open-door policy – Our line managers have an open-door policy for staff to discuss any wellbeing concerns that can't wait until the one-to-one supervision meeting. If unavailable at the time, line managers will try to be available at the end of the day, or staff can meet with another line manager who can provide support and feedback to their line manager.

Reflective practice – Staff can also request one-to-one support from NRC's CAMHS clinicians to discuss any concerns.

Employee Assistance Programme (EAP) – EAPs offer employees free, confidential and independent support to help them balance their work, family and personal lives. Our EAP is unrivalled in its cost-effectiveness, breadth of services and use of technology to offer the most comprehensive range of support for our staff.

Tax-free childcare scheme – To qualify for this government scheme, parents have to be in work for at least 16 hours a week and earning not more than £100,000 per year. For more information, visit www.gov.uk/get-tax-free-childcare.

Subsidised fitness club membership – In January, June and October, NRC staff can apply for special membership of the seven council-owned leisure centres in Islington managed by GLL (also called Better). The offer is for GLL's Better Health and Fitness membership which includes access to gyms, swimming pools and group exercise classes.

Tax-free bicycle loan scheme – A partnership between NRC and Cycle to work scheme, this scheme offers a loan for staff (paid for via the school's HR team) with up to 42% off a bike of their choice. To qualify, staff must have completed six months' service, be on a permanent contract (or if on fixed-term contract, have one year remaining) and be earning not less than the minimum wage.

Interest-free season ticket loans – These allow staff to buy an annual travelcard; the loan is recovered over 10 monthly payments.

Welfare loan – Staff experiencing financial hardship can request a loan of up to £500, which must be repaid over a maximum of six months. Admin and interest charges apply.

Eye tests and glasses – If staff use a computer for two or more hours each day, they are entitled to a free eye test every three years and, depending on their prescription, free basic lenses and frames. Costs associated with the test will be covered by the school.

Long service award – Employees in post after October 2001 will receive a £250 long service award after 20 years' service with Islington or 25 years' service in local government.

Wellbeing day – Employees at New River College can request 1 day off per academic year, which will not count as neither sickness or special leave. Terms and conditions apply.

About us

The New River College Outreach team provides services to specialist/mainstream primary and secondary schools in Islington to schools to improve pupil/student behaviour and reduce exclusions.

It aims to build capacity in schools so they can better support pupils/students with social, emotional and behavioural difficulties.

The Harbour is the short-term provision to support schools, families and the child/young person to stay within mainstream education. The Harbour is linked to the Outreach team and is overseen by the Head of NRC Outreach. It is part of the New River College provisions which are Islington's statutory Alternative Provision. It consists of four provisions (Primary, Secondary, Medical and The Harbour).

The Harbour will have a focus on a SEMH intervention, and a trauma informed/SEMH curriculum aimed at enabling our young children / people to acquire the skills and knowledge to develop their potential and social emotional resilience with an emphasis on Maths, English and Science. There will also be project-based learning projects through the curriculum. It will ensure close links and work with families and schools whilst the child and young person is placed with us.

We aim to support all our children and young people to be healthy, stay safe, enjoy and achieve and have the ability to make positive contributions to their communities. We believe that every child and young person matters and are committed to improving the life chances by removing barriers to participation and achievement. We work closely with parents and external agencies and, as a result, pupils flourish while at NRC Medical, often establishing the foundations to becoming their best self and fulfilling their future potential.

“

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)

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’

Advert

Thinking of a

role to further your
education career?

Are you ready for a
new challenge?

New River College
can provide both.

New River College

New River College Medical Site
New River College Outreach
Maygood Street (N1 0TJ)
(Previous Vittoria Primary School site)

NRC Outreach are looking to recruit a Harbour Teacher

Salary grade: MPS/UPS + SEN 1
(£41,729 - £ 64,684 + £2,885)
12 months
To start as soon as possible

Are you a dynamic and motivated UK qualified teacher, looking to develop your practice in a unique and specialist setting?

Do you have a passion for developing vulnerable young people holistically, facilitating opportunities for them to flourish and thrive now, and in their future?

New River College Outreach is looking to appoint an inspiring and skilled qualified Teacher for 12 months (will be extended if additional funding secured), to work within a committed team, dedicated to improving the well-being and outcomes of young people with medical and mental health needs.

New River College comprises of three alternative provision sites in Islington (primary, secondary and medical) as well as an outreach team, for pupils with social, emotional and mental health needs (SEMH).

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Application deadline:

Closing date: 23:59 Tuesday 13th October 2026

Shortlisted candidates will be notified by: Thursday 15th October 2026

Interviews will be held on: Thursday 22nd October 2026

For background information visit our website www.newrivercollege.co.uk or for an informal discussion about the post or to arrange a visit please contact Gordon Smith on 020 7504 0534 (option 3) or via email on gordon.smith@nrc.islington.sch.uk

New River College is committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check will be required. Also, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to declare.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search on publicly available information on candidates' suitability to work with children, for all shortlisted candidates. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

We regret to inform that we are unable to sponsor visas

Job Description

New River College Alternative Provision JOB DESCRIPTION

POSITION: Harbour Teacher

GRADE: MPS/UPS + 1 SEN point

RESPONSIBLE TO: Head of NRC Outreach

RESPONSIBLE FOR: Harbour Learning Assistant

PURPOSE OF THE POST

The purpose of the post is to achieve the highest possible standards and outcomes for the pupils in the AP. The post holder will ensure a cohesive and personalised programme of learning activities for students at the Harbour.

The postholder will support the senior management team 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.

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We aim to support all our children and young people to be healthy, stay safe, enjoy and achieve and have the ability to make positive contributions to their communities. We believe that every child and young person matters and are committed to improving the life chances by removing barriers to participation and achievement.

The purpose of the post is to complement the professional work of the Harbour lead by taking responsibility for agreed learning activities and the day to day running of The Harbour. This may involve planning, preparing and delivering learning SEMH activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development. The postholder will have responsibility for key pupils working with them to provide effective interventions meeting the pupils social, emotional and mental health (SEMH) needs.

REQUIREMENTS OF THE POST

All staff are responsible to their line manager and designated member of ELT 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 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.

The purpose of the post is to;

- Run and supervise the Harbour and the 10 students within the space.
- Support and implement the NRC inclusion agenda and the Harbour policy and guidance.
- Complement the professional work of The Head of NRC Outreach by taking responsibility for learning activities and SEMH. This will involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development.
- Be a named safeguarding lead supporting the deputy headteacher and staff in all safeguarding related concerns.
- Be a named fire marshall and first aider for The Harbour.
- Manage the one Harbour Learning Assistants assigned to the Harbour
- Direct the timetabled mentors to support the running of the Harbour alongside the Head of NRC Outreach.

All staff have a teaching commitment that will involve the following:

- planning and recording of lessons
- termly submission of schemes of work to line manager
- maintenance of pupil and class records
- completion of pupils' subject reports and profiles
- assessment, monitoring and evaluation in line with the AP policy
- setting of pupil targets
- tracking pupil progress in subject area
- setting and marking of regular homework
- undertaking regular sampling of pupil's work
- management of relevant resources including care of equipment, stock and delegated budget where appropriate

MAIN DUTIES

Support for pupils

1. Under the direction of the Head of NRC Outreach devise action plans specific to the learning, emotional and behaviour needs of targeted pupils.
2. To deliver and facilitate dynamic, creative and active lessons
3. To take responsibility for tracking pupil progress and for collecting and monitoring data to support teaching and learning
4. To develop a 1:1 mentoring relationship with children needing particular support aimed at achieving the goals defined in the action plans
5. Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning both in and out of class
6. Establish productive working relationships with pupils, acting as a role model and setting high expectations
7. To identify learning objectives across the curriculum and develop policies as appropriate.
8. To identify resources required to sustain and embed high quality curriculum delivery.
9. To regularly monitor, review and evaluate curriculum delivery within The Harbour.
10. To keep abreast of developments in curriculum areas and identify appropriate accreditation pathways where relevant.
11. To work in partnership with a range of agencies and providers to deliver a broad and balanced curriculum offer.
12. Enhance pupil opportunity through support of Pupil Passports, SEN Support Plans and Boxall Profiles, working closely with the Head of NRC Outreach to ensure needs are met
13. Promote the inclusion and acceptance of all pupils within the classroom
14. Support pupils consistently whilst recognising and responding to their individual needs
15. Encourage pupils to interact and work co-operatively with others and engage all pupils in activities
16. To monitor and review the progress of individual pupils and groups of pupils and contribute to the writing and review of Pupil Passports, SEN Support Plans and Education, Health and Care Plan documentation.

17. To prepare reports in line with statutory and organisational requirements and attend parent/carer meetings as required.
18. To contribute to the development and implementation of Pupil Progress Files.
19. Lead behavioural referral and restorative meetings as directed
20. Promote independence and employ strategies to recognise and reward achievement of self-reliance, keeping up to date with the range of activities, courses, opportunities, organisations and individuals that could be drawn upon to provide extra support to targeted pupils
21. Provide feedback to pupils in relation to progress and achievement
22. Support the transition process for pupils around reintegration or to relevant placements
23. Promote Pupil Voice and ensure their views are heard and involved in their education, welfare and learning
24. Promote partnership with parents through developing the parent school relationship, rolling out a series of parent information sessions/workshops

Support for The Harbour

The following duties are to be carried out under the direction and guidance of the Head of NRC Outreach:

25. Organise and manage appropriate learning environment and resources
26. Plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate
27. In collaboration with the Harbour assistants, monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives
28. Provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
29. Record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment
30. Work within an established behaviour management policy to anticipate and manage behaviour constructively, promoting self control and independence
31. Supporting the role of parents in pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc
32. Production of lesson booklets, worksheet, plans etc where appropriate
33. Line manage and direct the one linked Harbour learning assistants.
34. To take an active role in promoting and improving pupil attendance.
35. To participate in the development of AP policies, development planning and improvement priorities.
36. To contribute to self-evaluation and inspection readiness activities.
37. To assist and support colleagues to ensure the smooth running of New River College, including participation in off-site activities where appropriate.

Support for the curriculum

38. Deliver learning activities to pupils under the direction of the Head of NRC Outreach, adjusting activities according to pupil responses/needs
39. Make effective use of opportunities provided by other learning activities to support the development of pupils' skills
40. Use ICT effectively to support learning activities and develop pupils' competence and independence in its use
41. Select and prepare resources necessary to deliver learning activities, taking account of pupils' interests and language and cultural backgrounds
42. Advise on appropriate deployment and use of specialist aid/resources/equipment
43. Production of lesson booklets, worksheet, plans etc where appropriate
44. Design and develop along with the Harbour assistants SEMH interventions (group and one to one) based on the identified needs of the cohort.

Support for the AP

45. Manage and supervise the Harbour team (Learning assistant and mentor)
46. Support the inclusion team and leadership team in completing the eCAF and other referral forms for pupils identified as needing additional support both in and out of school
47. Work with other designated staff where appropriate in New River College, eg Inclusion manager, Lead Inclusion Officer and AP Co-ordinator to meet pupil need
48. In collaboration with the inclusion team and teaching staff, deliver training/mentoring to learning assistants and new staff on inclusion, behaviour management, safeguarding, positive handling and de-escalation strategies
49. Comply with and assist with the development of policies and procedures relating to safeguarding, inclusion, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person
50. Facilitate sharing of information between multi agency settings
51. Contribute to the overall ethos/work/aims of the AP
52. Contribute to risk assessments
53. Establish constructive relationships and communicate with other agencies/professionals, in liaison with the inclusion team and teachers, to support achievement and progress of pupils
54. Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils
55. Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others
56. Deliver out of school learning activities within guidelines established by the AP
57. Supervise pupils during break times and lunchtimes

58. To communicate effectively with parents/carers, senior leaders, local authority officers and external agencies as required.
59. Understanding of methods of reviewing and evaluating teaching and learning.
60. Ability to manage change and contribute to service development.
61. Knowledge of effective record keeping and its use in improving outcomes.
62. Understanding of national developments relating to inclusion.
63. Ability to build effective relationships with a wide range of stakeholders.
64. Ability to motivate colleagues through a positive and professional attitude.
65. Strong written and verbal communication skills.
66. Ability to use ICT to present and analyse data.
67. Capacity to work under pressure and meet deadlines.
68. Ability to prioritise competing demands.
69. Capacity to work flexibly and adapt to changing organisational needs.

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 and be a named safeguarding lead
- 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
- To regularly monitor, review and evaluate the delivery of the provision and use findings to improve outcomes for pupils.

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 regularly monitor, review and evaluate the delivery of the provision and use findings to improve outcomes for pupils.
- 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

New River College Alternative Provision PERSON SPECIFICATION

POSITION: Harbour Teacher

GRADE: MPS/UPS + 1 SEN point

CRITERIA

EDUCATION AND EXPERIENCE

- | | | |
|----|---|---|
| 1. | QTS and demonstrable experience in working with children and young people with SEMH/ behaviour differences. | E |
| 2. | Experience working with children of relevant age in a learning environment | D |
| 3. | Good numeracy/literacy skills – equivalent to Level 2 in English and Maths or equivalent qualification | E |
| 4. | Training in relevant learning strategies e.g. literacy | D |
| 5. | Specialist skills/training in curriculum or learning area eg bi-lingual, sign language, ICT | D |
| 6. | Can use ICT effectively to support learning | E |

SKILLS, KNOWLEDGE AND ABILITIES

- | | | |
|-----|--|---|
| 7. | Full working knowledge of relevant policies/codes of practice/legislation | E |
| 8. | Working knowledge of implementing national/foundation stage curriculum and other relevant learning programmes/strategies | E |
| 9. | Working knowledge of the Inclusion agenda and the SEN Code of Practice | |
| 10. | Good understanding of safeguarding and learning processes | E |

- | | | |
|------------|---|----------|
| 11. | Ability to work with pupils who have challenging behaviours | E |
| 12. | Good organisational skills | E |
| 13. | Ability to support and manage a team | E |
| 14. | Constantly improve own practice/knowledge through self-evaluation and learning from others | E |
| 15. | Ability to relate well to children and adults | E |
| 16. | Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these | E |
| 17. | Commitment to the implementation of New River College's equal opportunities policy | E |
| 18. | Willingness to undertake additional training/staff development as appropriate | E |
| 19. | Ability to reflect on own professional practice | E |
| 20. | Excellent attendance and punctuality | E |
| 21. | A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service. | E |
| 22. | Ability to form and maintain appropriate relationships and personal boundaries with children and young people | E |

How to apply

Application Deadline

Completed application forms must be received by **23:59 13th October 2026**.

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/H1310**.

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



New River College Outreach

Maygood Street

London (N1 0TJ)

Tel.: 020 7504 0534 – opt 3

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