Teacher
Children Education

Job Title	SEN Teacher- Post 16
Location(s)	BHS Woodside Post 16 Hub (Penge, Bromley)-Satellite site for Baston House School (Hayes)
Responsible to	Head of School
Key Internal Contacts	Other staff within the education team Staff in other departments within BHS Woodside Post 16 Hub Staff across both Baston House Sites Regional Office Staff
Key External Contacts	Student relatives, advocates and others Placing Authorities and Service Providers Registration, Regulatory and Inspection bodies Local Services – Statutory, Voluntary and Community Neighbours

JOB PURPOSE

To provide a high quality education service for our pupils in accordance with Company policies, procedures and practices and the standards set by the Regulatory Body

KEY TASK AREAS & RESPONSIBILITIES

• Plan, deliver and teach individual studentss and small groups in accordance with the curriculum framework and related policies.
• Deliver a range of academic, vocational, enrichment and Preparation for Adulthood programmes and qualifications as directed by the Senior Leadership Team.
• Work flexibly across curriculum areas, qualifications and student groups in response to student and provision needs.
• Monitor, assess, record and report on student progress and outcomes.
• Contribute to and help implement developments that relate to the School Development Plan and Post 16 provision.
• Promote, in line with Company policies, the physical, educational, social and moral development of pupils.
• Contribute to the development and implementation of learning programmes that enable students to make appropriate progress and achieve positive outcomes.
• Support the development of independence, communication, employability, community participation and life skills. Support students to prepare for transition into further education, training, employment, supported internships, volunteering, independent living or adult services.
• Facilitate work related learning, enterprise, volunteering and community based learning opportunities where appropriate.
• Coordinate the teaching, development, assessment, recording and reporting of curriculum areas, qualification pathways or Preparation for Adulthood strands as agreed with the Senior Leadership Team.
• Devise, implement and review personalised learning programmes, EHCP outcomes, behaviour support plans and other relevant individual plans in conjunction with colleagues and external professionals.

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• Organise learning environments, resources and student groupings to provide a stimulating learning experience. Ensure that available equipment and resources are used, stored and maintained efficiently.
• Adequately plan for the safety of students, in line with risk assessments, whilst both on and off site.
• Support the delivery of community based learning, educational visits, travel training, employability activities and independent living programmes.
• Ensure Support Staff, Clinical Team members and other relevant staff are appropriately briefed and able to produce effective resources and teaching aids.
• Work with and manage challenging behaviour, enabling students to develop self-regulation, responsibility and independence.
• Maintain regular communication with families, colleagues and external professionals, ensuring students needs are met effectively.
• Contribute to annual reviews and provide evidence of progress towards EHCP outcomes.
• Make, use and keep records in accordance with Company policies, procedures and standards set by the Regulatory Body.
• Keep up to date with educational practice, SEND developments and relevant subject areas.
• Ensure that all relevant education policies and procedures are implemented in full.
• Safeguard all students and promote their safety and wellbeing.
• Liaise with staff from other departments to provide a consistent approach to student education, support and wellbeing.
• Promote high aspirations, student voice, self-determination and positive destinations for adulthood.
• Meet in full the Professional Standards for Teachers.
• Provide personal and intimate care to students, where required, in accordance with individual care plans, risk assessments, school policies and as directed by the Senior Leadership Team.
• Work flexibly across Woodside Post 16 Hub and/or Baston House School, where required, to support the effective delivery of education and student support across both provisions.

General

- Ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed.
- Exercise vigilance in respect of Health and Safety and promptly report or remedy hazards where appropriate.
- Operate at all times in accordance with Company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Behaviour Policies.
- Report issues and/or incidents relating to staff and learners promptly to the relevant Line Manager or appropriate person.
- Participate in training and take responsibility for personal development.
- Participate in team meetings, supervision and annual reviews in accordance with Company policy and the standards set by the Regulatory Body.
- Promote the provision as a valued and professional asset within its community.
- Ensure that all actions are in the interests of learners and the Company.
- Uphold the values of the Company and maintain standards of conduct in accordance with Company policies, procedures and practices.
- Carry out any other reasonable and relevant duties as required.

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PERSON SPECIFICATION

Experience	Essential	Desirable
Experience working with students who have learning difficulties, including autism, ADHD, dyslexia, and other emotional or behavioural challenges.		✓
Qualified Teacher with teaching experience across subjects	✓	
Experience of work within an education setting	✓	
Experience of planning, delivering and teaching lessons	✓	
Skills		
Ability to work independently and as part of a team	✓	
Strong communication skills, both verbal and written, to effectively liaise with staff, parents and external agencies.	✓	
Ability to record information accurately	✓	
Ability to work collaboratively with Senior Leaders, Colleagues, SENCo (Special Educational Needs Coordinator) and other professionals.	✓	
Ability to manage complex and challenging behaviour and maintain a positive, patient, and calm approach.	✓	
Ability to demonstrate empathy and resilience	✓	
Good IT skills	✓	
Ability to deliver, assess and tailor teaching and learning to the needs of individual students	✓	
Ability to lead and coordinate effectively	✓	
Knowledge of safeguarding and child protection procedures.	✓	
Qualifications & Training		
Relevant Teaching Qualification (QTS/QTLS)	✓	
Willingness to work towards further qualifications as required	✓	
Undertake relevant group induction training on commencement	✓	
Other		
Commitment to the values of the Organisation	✓	
Driving licence and access to a car		✓

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