



Outcomes
First Group

Complex Needs Teacher (SLD)

Job Description

Job Purpose

You will be motivated by your belief that every child can achieve and reach their potential. Whilst previous experience of working in an SEN environment would be desirable, excellent teaching skills and the right motivation, personal qualities and levels of resilience are just as important. Experience of continuous provision and experiential learning would also be of real interest.

To help enhance learning opportunities for our pupils, we now have an opportunity for a teacher to join our close-knit team. You will be delivering inclusive, responsive and innovative teaching and learning in a class based environment. You will constantly strive to produce outstanding/good teaching and learning at all times to ensure that all learners succeed. Under the reasonable direction of the Head Teacher and Senior Leadership Team, carry out the professional duties of a school teacher as set out in the current School policies and uphold the professional code of the GTC.

You will teach in accordance with the ethos, organisation and policies of the school as a fully committed member of the teaching team and as detailed in the specific duties and core standards below.

Areas of Responsibilities & Key Tasks

Teaching & Learning

- Be responsible for the learning and the achievement of all pupils in the class, ensuring equality of opportunity for all;
- Planning and preparing schemes of work, medium term plans and lesson plans;
- Create a purposeful learning environment;
- Teaching, according to individual educational needs
- Teach engaging and motivating lessons informed by well-grounded expectations of learners and designed to raise levels of progress;
- Know how to make effective personalised provision/effectively provide differentiated tasks for those they teach;
- Have high expectations of young people including a commitment to ensuring that they can achieve their full potential both in education and in life skills and to establishing fair, respectful, trusting, supportive and constructive relationships with them;
- Know how to use skills in literacy, numeracy and ICT to support teaching and wider professional activities;
- Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement, and plan future teaching.

- Deliver exciting and innovative learning and undertake assessment using a broad range of methods, taking full responsibility for the success of own learners, developing a personalised and holistic learning approach in all lessons.

Assessment, Recording & Reporting

- Providing or contributing to oral and written assessments, reports and references relating to individual pupils and groups of pupils except in instances where to do so might be regarded as compromising a teacher's own position;
- Give pupils regular feedback and encourage pupils to respond to the feedback, reflect on progress and their emerging needs where appropriate;
- Set a vision and targets for pupil success;
- Assessing, recording and reporting on the development, progress and attainment of pupils;
- Make effective use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment;
- Track progress, regularly monitor reports on progress, identify and deliver interventions where appropriate;
- Know the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to examinations and qualifications;
- Know a range of approaches to assessment, including the importance of formative assessment;
- Know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development, including action plans for improvement;

Strategic Direction and Development of the School

- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.
- Support the Leadership Team to set vision and direction for the school;
- Contribute to the life and community of the school in all of its aspects.
- Establish and maintain a positive learning environment in which the pupils' behaviour is well managed and within which social, emotional and learning needs can be met within a supportive framework.
- To promote the social and emotional development of children through positive approaches that encourage appropriate relationships and the development of self-esteem.

Behaviour Management

- Have the ability to identify and de-escalate potential problems before they escalate and be able to develop strategies to promote the positive behaviour of pupils;
- Hold positive values and attitudes and adopt high standards of behaviour in their professional role;

- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy;
- Maintain the school's system of rewards and sanctions, which is understood and appreciated by pupils and parents;
- Promote learners' self-control, independence and cooperation through developing their social, emotional and behavioural skills.
- Pupil Care & Welfare
- Be familiar with and supporting all staff in following the school's safeguarding policy;
- Be aware of, and comply with, current policies and procedures relating to child protection; health & safety; confidentiality and data protection, reporting all concerns to the appropriate person;
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

Other

- Have a commitment to collaboration and co-operative working where appropriate;
- Provide cover by supervising and teaching any pupils, whose teacher is unavailable;
- Know and understand the relevant statutory and non-statutory curricula/frameworks for their subjects/curriculum areas;
- Engage actively with the annual performance management review process, in accordance with the school's policy;
- Monitor and evaluate the curriculum offered and review appropriate planning, assessment, record keeping and reporting procedures, subject improvement plan, subject policy as and when requested;
- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies;
- Complete all relevant documentation for professional meetings which relate to your class group;
- Perform any reasonable duties as requested by the Head teacher or member of the Senior Leadership Team.

Job Specification

Essential

- A deeply held conviction that every child can achieve and reach their potential;
- Experience delivering EQUALS Semi formal curriculum;
- The belief that all children deserve a life of choice and opportunity;
- Ability to be adaptable in a fast-paced extremely environment;
- Commitment to the safeguarding and welfare of all children;
- Excellent classroom practitioner;
- Excellent team player;
- Ability to work successfully with pupils with challenging behaviour;
- High expectations of others;
- Resilience;
- Ability to work on own initiative;
- Willing to undertake training.
- Qualified to degree level and/or with QTS and above

Desirable

- Experience of working with young people from challenging backgrounds;
- Evidence of continually improving the outcomes of pupils;
- The courage and conviction to make a difference;
- The ability to listen and communicate effectively;
- Constant deep reflection which leads to personal growth and better pupil outcomes;
- Sustain energy, optimism and motivation in the face of pressure and setbacks;
- Stay calm in difficult situations and maintain clarity of vision;
- Support the team and be aware of others' levels of resilience in different situations;
- Driving Licence;
- Commitment to on-going improvement and learning;
- Evidence of ability to plan strategically.