



**JOB TITLE:** Teacher

**LOCATION:** Red Kite School – Buckinghamshire HP27 0JW

**RESPONSIBLE TO:** Head Teacher

**KEY INTERNAL CONTACTS:**

Other staff within the education team

Staff in other departments within the Centre  
Staff in other Centres in the Region  
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 students in accordance with Company policies, procedures and practices and the standards set by the Regulatory Body.

**ABOUT US:**

At Outcomes First Group, we believe every child can thrive when given the right environment for success. As one of the world's leading providers in our sector, we deliver exceptional, research-led education tailored to each individual, with smaller class sizes and personalised learning plans.

Our vision is to empower every child with a world-class education that nurtures potential and inspires lifelong learning, our mission is to unlock that potential through personalised learning and opportunity, and our promise is simple: we listen, we work together, and we are accountable to one another to make the remarkable happen.

**KEY RESPONSIBILITIES:**

- To plan, deliver and teach individual students or small groups, in accordance with the School's Curriculum framework and related policies
- To monitor, record and report on student progress
- To contribute to and help implement developments that relate to the School Development Plan
- To promote, in line with Company policies, the physical, educational and moral development of the students
- To contribute to the development and implementation of an environment and programme of learning for the individual student to ensure progression at an appropriate and satisfactory rate



- To take responsibility for coordinating the teaching, development, assessment, recording and reporting of subjects and areas of learning across key stages as agreed with the Head Teacher
- To devise, implement and review individual education plans, individual behaviour plans and other relevant individual plans in conjunction with other staff
- To organise the classroom, its resources, student groupings and displays to provide a stimulating learning situation appropriate for students
- Adequately plan to ensure the safety of students, in line with risk assessments, while both on and off site
- To ensure Learning Support Assistants/Tutors/Instructors and care staff (where necessary) are well briefed and able to produce appropriate and effective resources/teaching aids
- Work with and manage challenging behaviour, enabling students to develop from needing external control, to developing self control
- To play a full part as a member of the School's multi-professional team, ensuring effective working
  - with colleagues
- To maintain regular
- student are being met effectively.
- To ensure that the available equipment and resources are used, stored and maintained efficiently
- To make, use and keep records in accordance with Company policies and procedures and standards set by the Regulatory Body
- To keep up-to-date with specified subject area and educational practice
- To ensure that all relevant education policies and procedures are implemented in full
- Safeguard all students and ensure their safety and wellbeing
- Communicate effectively with care staff to ensure a consistent approach and to provide a daily link between School and Home
- Liaise with staff from other departments to provide a consistent approach to all aspects of student education and care
- Maintain regular communication and liaison both informally and in meeting times, ensuring a consistent approach to education and care of students



- To meet in full the Professional Standards for Teachers.

#### STANDARD RESPONSIBILITIES:

There are a number of standard duties and responsibilities that all employees, irrespective of their role and level of seniority within OFG Group are expected to be familiar with and adhere to.

Leads, manages, and participates in an annual performance review programme

Works, always, in accordance with the policies and procedures of the OFG Group and statutory regulations applicable to the Group.

Observes, always, strict rules of confidentiality appropriate to the post.

To always comply with the requirements of Health and Safety Regulations to ensure their own wellbeing and that of their colleagues.

OFG Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all employees to work in accordance with this.

Ability to work attentively and accurately with data inputting

Undertakes other duties as assigned.

#### EXPERIENCE, SKILLS & QUALIFICATIONS:

- Ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed
- Exercises vigilance in respect of Health and Safety and promptly report all hazards and/or remedying them where appropriate. Undertake all duties in a manner calculated to minimise or avoid unnecessary risks, personally or to others.
- Operates at all times in accordance with company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies
- Report issues and/or incidents relating to staff and students that have arisen in the day promptly to the relevant Line Manager or appropriate person
- Participate in training and take responsibility for personal development
- Participate in team meetings, supervisions and annual reviews in accordance with Company policy and the standards set by the Regulatory Body
- Work to promote the centre as a valued, professional asset within its community and also to promote a culture that individuals and staff conduct themselves at all times in a manner that reinforces this image
- Ensure that all actions are in the interests of the students and the Company.
- To work to and exhibit the values of the Company and maintain standards of behaviour in accordance with Company policies, procedures and practices
- To carry out any other reasonable and relevant duties as required.

Note: Any subject specialism information must be authorised by the HR department and attached



PERSON SPECIFICATION

TEACHER

	Essential	Desirable
<b>Experience</b>		
Experience of work with autistic spectrum disorders and/or challenging behaviour		✓
Experience of work within an education setting	✓	
Experience of planning, delivering and teaching lessons	✓	
<b>Skills, Knowledge and Aptitudes</b>		
Ability to work independently and as part of a team	✓	
Effective communication skills, verbal and written	✓	
Ability to record information accurately	✓	
Good organisational skills	✓	
Ability to deal with complex and challenging behaviour	✓	
Ability to demonstrate empathy	✓	
Good IT skills	✓	
Ability to tailor teaching and learning to the needs of individual students	✓	
Ability to lead and coordinate effectively	✓	
<b>Qualifications and Training</b>		
Relevant Teaching Qualification	✓	
Willingness to work towards further qualifications as required	✓	
Undertake relevant group induction training on commencement	✓	
<b>Other</b>		
Commitment to the values of the organisation	✓	
Driving licence		✓