

## Job Description and Person Specification

<b>Job Title:</b>	Teacher
<b>Service Provision:</b>	Uplands School
<b>Job Family:</b>	Teaching & Learning
<b>Line Manager:</b>	Senior Leadership Team (SLT)
<b>Salary Grade:</b>	MPS + SEN1
<b>Annex:</b>	Please ensure you refer to Annex 1 with this job description

To teach students within the school while leading and managing a team of classroom assistants effectively. To be involved in school development work through membership of a designated house group and carry out other such associated duties as are reasonably assigned by the Headteacher.

The job description is to be performed in accordance with the provisions of the School Teachers pay and Conditions of Service Document and within the range of duties set out in that document so far as relevant to the post holder's title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the burgundy book) and to locally agreed conditions of employment.

### Key accountabilities, duties and responsibilities

#### Leadership & Management

- To provide examples of good and outstanding teaching practice; including preparation and planning, classroom management and the maintenance of effective working relationships with students and colleagues
- To organise the effective deployment and direction of Teaching Assistants within the classroom and support the development of an effective team
- To ensure clear, effective and professional communication with colleagues
- To implement agreed school policies and guidance
- To support the School Development Plan and contribute to the strategic vision of the Headteacher and Governors
- To participate in meetings which relate to the school's management, curriculum, administration or organisation
- To communicate and co-operate with specialists from outside agencies to provide an effective multi-agency service and prepare reports on the needs of individual students as requested
- To participate in the performance management system for the appraisal of their own performance, or that of other teachers and teaching assistants

#### Achievement of Students

- To set and evaluate individual termly targets and to maintain records of achievement for each student, in consultation with colleagues
- To provide reports and assessments for each student in accordance with school policy and for a range of audiences, including a detailed report prior to the student's annual review
- To ensure that effective communication is maintained with parents/carers about their child's welfare, progress and participation in our school community

### Quality of Teaching

- To undertake a full-time commitment with students who experience severe learning difficulties, profound and multiple learning difficulties, complex needs and/or Autistic Spectrum Disorder and behavioural and social difficulties
- To ensure that there are appropriate schemes of work and effective teaching strategies which cater for students with a wide range of complex needs
- To provide a stimulating classroom environment, where resources can be accessed appropriately by all students

### Behaviour, Safety and Care of Students

- Support strategies which promote high standards of behaviour
- Promote and safeguard the safety and welfare of all students
- To maintain a safe and secure environment for students, in accordance with the school's behaviour policy

Tasks/duties	Essential skills	Desirable skills
Qualifications and Training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status or equivalency (QTLS)</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of commitment to INSET and continuous professional development</li> <li>• Further qualifications relating to SEND</li> </ul>
Knowledge and Experience	<ul style="list-style-type: none"> <li>• Experience of teaching or working in a SEND setting or with SEND students in a mainstream setting</li> <li>• Providing effectively for the individual needs of all students by appropriate planning, delivery and differentiation</li> <li>• The statutory requirements of the National Curriculum</li> <li>• Experience of monitoring, assessment, recording and reporting of student's progress</li> <li>• Effective teaching and learning styles</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching students with a range of complex needs; in particular SLD, PMLD, ASD or students who display challenging behaviours</li> <li>• Evidence of knowledge and understanding of Key Stage 3 and 4 curriculum requirements</li> <li>• Knowledge and understanding of SEND provision in a mainstream or special school setting</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>• Promote the school's aims positively, and use effective strategies and practices to foster its ethos</li> <li>• Develop good personal relationships within a team</li> <li>• Establish and develop relationships with parents/carers and other stakeholders</li> <li>• Communicate effectively to a variety of audiences</li> <li>• Create a safe, secure, happy and effective learning environment</li> </ul>	<ul style="list-style-type: none"> <li>• Good ICT skills</li> </ul>