

## Job Description and Person Specification

<b>Job Role:</b>	EBSA Teacher
<b>Service Provision:</b>	Melksham House School
<b>Job Family:</b>	Teaching Team
<b>Line Manager:</b>	Senior Leadership Team (SLT)
<b>Salary Band:</b>	MPS – UPS + SEN1
<b>Annex 1:</b>	Please ensure you refer to Annex 1 with this job description

To teach within the school while leading and managing a team of classroom assistants effectively.  
To be involved in school development work and carry out other such associated duties as are reasonably assigned by the Headteacher (HT).

Melksham House School is a new all through (4-16) SEMH independent special day school located within Wiltshire. From the onset on pre-opening teachers must install a culture of systematic improvement through providing a high-quality education for all pupils.

This role will involve working with pupils' who may not have attended education for a significant period of time (EBSA). Therefore, there will be a requirement to work innovatively on school site, within the local community, online and potentially in the child's home.

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.

### Principal Purpose of the Role

The core purpose of our teachers is to provide high quality education experience within a range of classroom settings defined by pupil need

A teacher will:

- Effectively lead teaching and learning for a designated group of pupils.
- Innovatively plan, deliver and evaluate high quality learning
- Promote excellence, equality, and high expectation for all pupils
- Provide inspiration and direction within a learning environment
- Provide safeguarding and child protection
- Evaluate the implementation of the curriculum and identify adaptations to ensure continuous improvement
- Deploy resources effectively to achieve the school's aims
- Carry out day-to-day management, organisation, and administration
- Create a safe and productive learning environment which is engaging and fulfilling for all pupils
- Provide visible leadership to parents and carers, ensuring they have a positive experience of education at Melksham House School
- To be committed to developing SEND knowledge

### To lead teaching and learning

Teachers will take responsibility for raising the quality of teaching and learning and for pupils' achievements within a successful learning culture.

Teachers will:

- Demonstrate personal enthusiasm for, and commitment to, the learning process.
- Demonstrate the principles and practice of effective teaching and learning.
- Access, analyse and interpret information.
- Initiate and support research and debate about effective teaching and learning and develop relevant strategies for performance improvement.
- To prepare, implement and review individual programmes and schemes of work in consultation with key employees and support professionals in line with the curricular objectives of the school
- To provide the HT with planning of all activities on a short, medium- and long-term basis
- To support pupils with re-engaging with their education.
- To ensure that learning environments are well organised, supporting pupils' diagnostic or developmental needs
- To consult with parents and inform them of their child's progress and achievements
- To ensure the good behaviour, safety and security of all pupils in your care and to develop within them positive attitudes towards others and the environment
- To report and contribute to the Statutory Review of Education and Health Care Plans (EHCP)
- To be fully involved in the assessment and testing of pupils in your care, following agreed school policy
- To participate in further training and the development of your own professional skills and knowledge
- To take responsibility for at least one subject specialism
- To contribute to the therapeutic pastoral work within the school

Tasks/duties	Essential skills	Desirable skills
Qualifications and Training	<ul style="list-style-type: none"> <li>• Have Qualified Teacher Status or be prepared to achieve QTS</li> <li>• Ability to offer a subject specialism e.g. Maths</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and practical experience of implementing SEND strategies.</li> <li>• Have worked with pupils who have found attending full-time education challenging.</li> </ul>

<p>Knowledge and Experience</p>	<ul style="list-style-type: none"> <li>• Be an accomplished classroom practitioner</li> <li>• Have experience in the teaching of pupils with SEND</li> <li>• Knowledge and understanding of meeting the needs of pupils who have found attending full-time education challenging.</li> <li>• Teaching utilising an online platform.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of providing teaching/tuition in the local community.</li> <li>• Have experience and understanding of practice and principles for Safeguarding pupils or vulnerable adults within an educational setting</li> <li>• Experience of managing support staff and building positive working relationships with them</li> <li>• Experience of working positively with parents</li> <li>• Have evidence of having successfully implemented inclusive practice in your work</li> <li>• Prepared to engage in specific training to support the EBSA cohort.</li> </ul>
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> <li>• Able to challenge, motivate and inspire others.</li> <li>• Able to think analytically and creatively and demonstrate initiative in solving problems.</li> <li>• Excellent written and verbal communication skills.</li> <li>• Ability to think and plan and to respond flexibly to change.</li> <li>• Ability to organise work, prioritise tasks, make decisions and manage time effectively, recognising the importance of work/life balance.</li> <li>• Ability to engage and motivate pupils who may find learning a challenge.</li> <li>• Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• Outstanding inter-personal relationships including the ability to manage and resolve conflict.</li> <li>• Demonstrate innovative and creative approaches to teaching and learning.</li> <li>• Proven ability to demonstrate personal and professional integrity including modelling values and vision.</li> <li>• Ability to build and maintain quality relationships through effective interpersonal skills and communication.</li> <li>• Awareness of the personal strengths and areas for development of others; listen to reflect on and respond to their views.</li> </ul>