

THE BIRCHES SPECIALIST SUPPORT PRIMARY SCHOOL

JOB DESCRIPTION – TEACHER

Post: Teacher

Reporting to: The Headteacher and the Senior Leadership Team

Main Purpose of Post

To teach outstandingly well so that our pupils who have severe, profound or complex learning difficulties make outstanding progress. You will be a member of a specific cohort of learners e.g. our Guided Learners (SLD), our Structured Learners (ASC) or our Multi-sensory Learners (PMLD). Depending on experience you may be asked to support a colleague to lead and develop a curriculum area.

Main Tasks

The professional duties of a teacher are those set out in the Teachers Pay and Conditions of Employment Act, together with the additional duties set out by the Governors of the school.

1. To promote the School's Equal Opportunities Policy and other policies set out by the Governors of the school.

Teaching

2. To assess the needs of pupils/students and plan individual learning targets and individual educational programmes to meet their needs in line with the school's assessment policies.
3. To assess the effectiveness of the individual targets you have set, and use competently AfL techniques.
4. To teach groups of pupils and subjects as required using IEPs and relevant teaching and learning strategies so that students make outstanding progress.
5. To lead and coordinate the work of the staff in your class and curriculum area so that they are highly effective.
7. To consistently and effectively plan lessons and a series of lessons to meet individual and group learning needs.
8. To make use of the resources within school and the community by organising educational visits to support areas of the curriculum.
9. To attend and as required lead, appropriate meetings about pupils you teach.
10. To use ICT to support teaching and learning in all areas.
11. To ensure that all pupils in all lessons make the best possible progress and to be accountable for pupil progress and rate of pupil progress.

Record Keeping

12. To use ICT and appropriate systems to keep pupil records up to date by implementing the record keeping systems used in school.
13. To record on a daily basis to support end of term assessments and to use the school data base for assessment processes.

Home/School Links

14. To maintain contact with parents, carers through the home-school diary and other contacts.
15. To be present and contribute to parents meetings, parents evenings and open days for parents.

Curriculum Management (if applicable)

16. To work as a part of a curriculum team to lead and develop the delivery and organisation of an agreed area of the curriculum.
17. To manage the budget as part of the curriculum team for that area(s) of the curriculum.
18. To be responsible for supporting progress of pupils outside of their own class in their curriculum area.

Staff Development

19. To take an active part in the School's Professional Development Programme taking responsibility for own development portfolio and using outcomes to support and improve your teaching.
20. To be responsible for own Professional Development Review in line with the school's appraisal systems and to provide appropriate written evidence.

21. To be responsible for effectively developing the TAs you work with as part of your class team.

Inclusion

22. To be actively involved in promoting and supporting inclusive experiences for all pupils both inside and outside of school.

General

23. To be aware of and follow the School's Safeguarding Policies.

24. To be aware of and follow the School's Health and Safety Guidelines.

25. To understand and actively promote the school's Equal Opportunities Policy and guidelines.

26. To make an active contribution to the policies and aspirations of the school.

THE BIRCHES SCHOOL
Person Specification – Teacher

Minimum essential requirements

Method of assessment

	Skills and Knowledge	
1.	The ability to assess the educational needs of pupils with severe and profound learning difficulties	Application form and interview
2.	The ability to plan individual learning targets, group work and class work that will be carried out personally and by other staff to ensure that pupils make outstanding progress	Application form and interview
3.	The ability to monitor and adjust the pupils' work in line with their progress and to use appropriate teaching strategies	Application form and interview
4.	The ability to communicate effectively and in a variety of ways with colleagues, parents and other professionals	Application form and interview
5.	The ability to organise the classroom to ensure a stimulating or appropriate learning environment which uses the resources within school	Application form and interview
6.	The knowledge to deliver the National Curriculum	Application form and interview
7.	The ability to lead and effectively deploy a class team and to work as part of a department team. To listen and respond appropriately to discussion and negotiation	Interview
8.	To have a commitment to develop in inclusion for pupils with severe learning difficulties	Application form and interview
9.	To have knowledge of recent legislation and developments on education	Application form and interview
10.	To use personal ICT skills to support teaching and learning and record keeping	Application form and interview
	Experience/Qualification/Training/Professional characteristics	
11.	To have a teaching qualification recognised by the DfE	Application form
12.	To be willing to attend relevant courses and take part in the school's staff training programme	Interview
13.	To be physically able to operate a hoist with other staff members to lift non-ambulant pupils/students	Interview
14.	To be able to work in a swimming pool and hydrotherapy pool	Interview
15.	To be willing to work with pupils/students of all ages and abilities within school	Interview
16.	To consistently display a constructive and optimistic attitude that has a positive effect on others	Interview
17.	To demonstrate positive action to improve pupil learning	Interview