JOB DESCRIPTION

Job Title:	**Teacher**
Directorate:	**Children's Services**
Department:	**High Close School**
Reports to:	**Faculty Lead/ Provision Manager**

Line Manager and Budgetary Responsibilities:

Direct reports: Up to 3 learning Support Assistants
Indirect reports: None
Budget managed: None

What you can expect in a **Teaching** role at Barnardo's:

- To carry out the general and specific professional duties of a teacher as required by the current School Teachers' Pay and Conditions Document.
- To teach a range of subjects across the school, working in close consultation with the Education Leadership, other teaching staff, therapy team and care staff to implement the policies of the school to help to achieve its Mission Statement, Aims and Objectives.
- To take responsibility as a tutor for ensuring good practice is followed with regard to meeting the academic and social needs of this group of children.
- To maintain the positive ethos and core values of the school both within and outside the classroom.
- To contribute to constructive team building amongst teaching and non-teaching staff.
- To participate in the evaluation of your own performance within the school's performance management system.
- To ensure that current national standards for school teachers are met
- To undertake any in-service training as directed/agreed.
- To understand the school aims, targets and action plans especially with respect to the priorities set out in the School Development Plan.

How you'll work:

The Curriculum

- Teach a timetabled commitment across year groups, preparing young people for external examinations and assessments where appropriate.
- Ensure that planning, preparation, recording, assessment and reporting meet pupils' varying learning, social and behavioural needs through appropriate differentiation.
- Prepare, implement and evaluate personalised education programmes for pupils, according to their needs.
- Set clear targets, based on prior attainment, for pupils' learning and behaviour.

- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils.
- Monitor, assess and maintain appropriate and efficient records on pupils' progress, both academic and behavioural, and use them to inform planning and teaching.
- Report on the development, progress and attainment of pupils.
- Attend faculty meetings and other relevant to curriculum design.

The Pupils

- Working with care staff, maintain pastoral responsibility for those within their tutor group.
- In the role of tutor, use pupils' Education and Health Care Plans to set realistic 'smart' targets which will encourage academic, behavioural and social progress.
- Prepare, implement and evaluate personalised social and behavioural programmes for pupils, according to their needs.
- Participate in the Pupil Review process as appropriate and as required by the Principal or Deputy Principal.
- Record attendance on a daily basis for a designated group of pupils.
- Through the use of 'base-line' evidence and regular monitoring of progress ensure that pupils make measurable academic progress.
- Contribute to reports and liaise with other professionals and consultants to ensure that individual pupils receive specific help where required.
- As required, supervise classes whose teachers are not available.
- Maintain good order and discipline among the pupils and safeguard their health and safety, both when on the school premises and when engaged in authorised school activities elsewhere according to the school's behaviour management policy and Health and Safety procedures.
- Work to Barnardo's Safeguarding and Child Protection policy and procedures.

Staff

- Participate in meetings which relate to the curriculum, organisation or administration of the school, including pastoral and care arrangements.
- Lead, organise and direct the work of designated Learning Support Assistants (LSAs).
- Follow the High Close Staff Code of Conduct and Local Safety Rules.

Communication and Consultation

- Liaise with teachers, LSAs and care staff in setting targets for pupils' behavioural and social development.
- Communicate with pupils in a constructive and facilitative way that involves them in reviewing their progress and develops their self-esteem.
- Communicate and consult on a regular basis through written reports, annual reviews and parents' evenings with parents and/or those persons who have responsibility for the pupil so that they are kept informed of targets set and academic, behavioural and social progress.
- Communicate both orally and in writing with other professionals in and out of school who contribute to the pupils' overall development and wellbeing.
- Present prepared reports at meetings and Case Conferences as required.

Resources

- Ensure the effective and efficient management and organisation of learning resources, including information and communication technology.

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- Identify opportunities to develop new resources (within the delegated budget) from a wide range of sources inside and outside the school.
- Use accommodation and resources to create an effective and stimulating environment for teaching and learning.
- Ensure that all resources have been properly risk assessed and are appropriate for use by pupils with emotional and behavioural difficulties.

Professional Development (personal)

- Participate in the school's Performance Management system.
- Work with the designated Line Manager to produce a Personal Development plan and maintain a Personal Development folder.
- Attend training courses and in-house Inset as required, to maintain awareness of developments in areas of curriculum and pastoral responsibility. Share information gained with colleagues as required.
- Participate in Behaviour Management Courses and take responsibility for practising the techniques taught.
- Keep up to date with current thinking, research and developments in mainstream and special education by reference to professional journals, the internet and in other appropriate ways.

Health and Safety

- Follow safe systems of work at all times in accordance with your responsibilities as an employee of Barnardo's in line with Health and Safety and Fire policies and procedures.
- Inform the line manager of any defects in Health and Safety arrangements in the workplace or in workplace activities, so that remedial action can be taken to prevent an accident or ill health.

Who you'll work with:

Internal: Education staff, Care Staff, Therapy Team, Administrative and domestic teams
External: External professionals such as social workers etc

This Job Description outlines the current responsibilities of the role, which may be adjusted in response to departmental needs. The post-holder may be required to undertake additional duties commensurate with the salary and competency requirements of the role as necessary. Line managers are responsible for performance management, absence management, and any other process captured as a part of our policies.

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PERSONAL SPECIFICATION

Essential criteria to be marked with an (E).

Job Title: **Teacher**

Please note: Applicants must demonstrate in their application form that they currently use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

Qualifications & Knowledge

- Teaching certificate or degree with PGCE. (E)
- An up-to-date knowledge of current educational practice within mainstream and/or special education. (E)
- A good working knowledge of the National Curriculum (E)
- An understanding and knowledge of SEND. (E)
- IT literate with an understanding of using ICT to support learning. (E)

Experience & Skills

- Experience of teaching pupils with special needs. (D)
- Experience of teaching a wide range of pupils from different social and cultural backgrounds. (E)
- Experience of teaching a range of subjects (D)
- Able to teach and work with challenging pupils who can sometimes exhibit physically and verbally abusive behaviour.
- Able to produce differentiated lessons that cater for a wide range of learning ability. (E)
- Able to take pastoral responsibility for a small tutor group (E)
- Able to communicate effectively to a variety of audiences both orally and in writing. (E)
- Able to establish and maintain positive relationships with pupils, parents and professionals. (E)
- Able to work as part of a team. (E)
- Able to work with staff and young people in a variety of settings. (E)
- Able to support or physically participate in behaviour management and restrictive physical intervention techniques
- Able to work some hours additional to normal working hours for purposes of training and meetings (E)
- Committed to providing a high standard of education for all young people.
- Committed to challenging disadvantage and creating opportunities for young people.
- Interested in extending knowledge and developing professional practice through training.
- Patient and calm when dealing with young people with complex needs. (E)
- Keen to work as part of a team of professionals in a SEN setting.

Our Values & Behaviours

Actively demonstrate Barnardo's Values & Behaviours, and compliance with our EDI Policy and Code of Conduct in all areas of work:

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- Respecting the unique worth of every person
- Encouraging people to fulfil their potential
- Working with hope
- Exercising responsible stewardship

Leadership at Barnardo's

Being a Barnardo's leader means embodying our values and behaviours, while creating an inclusive environment where everyone can thrive. Our Leadership Enablers offer a framework for the behavioural, technical, and inclusive leadership skills we expect our leaders to develop and role model, delivering excellence, fostering a sense of belonging and empowering those around them to do the same.

To deliver excellence as a leader in Barnardo's, you will be expected to demonstrate a commitment to our Behavioural Leadership Enablers and a foundational understanding of the Technical Leadership Enablers. Some roles and/or teams will require specific expertise within one or more of the Technical Leadership Enablers - those relevant to this role have been included within the Qualifications & Knowledge, or the Skills & Experience sections of this document (Person Specification for the role). Our Learning & Development approach means that you will be supported to further enhance your behavioural and technical leadership skills throughout your time as a Barnardo's leader.

Want to find out more?

Simply scan the QR code above
or visit us at barnardos.org.uk

To be completed by the People Team / Pay and Reward Team

Job Title	**Teacher**
Grade	**MPS/UPS**
Job Family	**Other Regulated Services**
Job Type	**Teacher**
Compensation Region	**Rest of UK**