



SEN Teacher: Whole School



Job Description

Job Title	Teacher
Responsible to	Senior Leadership Team
Grade	TMS/UPS £26,948 - £42,780 and £2,270 SEN Allowance

Job Purpose

Leading, delivering and coordinating lessons and the curriculum for learners who have physical disabilities, cognitive and developmental difficulties. You will need to be committed to ensuring learners make good progress and encourage learners to reach their potential through engaging, creative and stimulating teaching.

Due to the level of special educational needs, all classes will have an appropriate level of Learning Support Assistants and Teachers are expected to manage and delegate work effectively.

In addition to their teaching commitment, all teaching staff will be expected to take on the responsibility and leadership of a subject/curriculum area.

Subject Leadership Responsibilities

Subject leaders meet across the departments to:

- Develop their subject or curriculum area in interesting and innovative ways with reference to learners' learning styles
- Share resources and collaborate with other colleagues
- Develop and evaluate schemes of work
- Analyse the effectiveness of the curriculum and curriculum delivery
- Be aware of, and research the latest ideas and methods within your curriculum area
- Prioritise and manage a subject budget

In addition to the contract of employment duties as laid down in the School Teachers' Pay and Conditions Document 2022 the post includes the following:

- Plan, prepare and record learning programmes and activities for pupils within your teaching group according to their individual needs and whole group needs
- Advise and cooperate with the Headteacher and other teachers and professionals in the preparation and development of the schemes of work, materials and methods of teaching and assessment
- Assess, record and report on the development, progress and attainment of pupils

- Maintain your teaching area as an attractive, lively, orderly and educationally stimulating environment for your pupils
- Maintain good order and discipline among pupils, safeguarding their health and safety at all times
- Evaluate and cope with any situation which could endanger the welfare of pupils physically or emotionally and to take responsibility for complying with health and safety procedures when planning off-

site activities

- Participate and contribute to the team and curriculum groups and liaise with both colleagues and other professionals regarding students' needs and progress
- Promote partnership with families as an important element of pupils' progress
- Support families and governors in their understanding of curriculum issues
- Contribute to the dissemination of good educational practice to colleagues and other professionals within the community
- Support and participate in an agreed framework for the performance management of all staff
- Adhere to the school's philosophy, ethos and policies
- Find solutions, rather than problems and to think imaginatively

The post holder is responsible for ensuring that the school safeguarding and child protection policy is adhered to and concerns are raised in accordance with this policy. The post holder will be subject to an enhanced criminal records check and will be required to consent to this.

All staff should retain strict confidentiality about all aspects of school life.

The post holder may at times be exposed to very challenging or unpredictable learner behaviour. All staff should participate in appropriate staff training and be aware of staff professional development within the school.

The above responsibilities are subject to the Teachers Pay and Conditions legislation currently in force. This job description is not necessarily a comprehensive definition of the post; duties may vary within this framework in line with its general character and level of responsibility.

(This job description may be amended at any time after discussion with the Headteacher, but in any case, will be reviewed annually when key tasks related to the school priorities will be determined.)



Job Specification

Applicants should pay particular attention to the requirements in the Person Specification when completing their application.

Key

E = Essential

D = Desirable

A	Qualifications, Knowledge and Experience	E/D
A1	Qualified Teacher Status	E
A2	Degree or equivalent	E
A3	Evidence of successful teaching in special needs school or resource	D
A4	A knowledge and experience of working with learners with SEN	E
A5	Evidence of commitment to and the knowledge and experience of promoting the welfare and safeguarding of learners	E
A6	Effective use of information and communication technology	E
A7	A willingness to learn and use new skills in order to meet the needs of young people with communication and other difficulties	E
A8	Detailed understanding of current educational developments, statutory requirements and the Ofsted framework	E
A9	A creative and effective classroom teacher, who can make learning relevant and fun in EYFS	E
A10	Knowledge of writing and delivering Individual Educational Plans	D
B	Teaching & Learning	
B1	Experience of evaluating and developing the curriculum in an innovative and flexible way so that it meets the needs of all learners	D
B2	Evidence of being driven by a learner-focussed approach which provides equal opportunities in access to learning	E
B3	Working knowledge of the EYFS curriculum	E
B4	Experience of successfully using assessment data, recording and reporting systems to drive progress and attainment	E
B5	Ability to implement total communication within the learning environment (Makaton, PECs, Objects of reference use of communication aids).	D
	Experience of working across Primary age range	D
C	Leading and Managing Others	
C1	A commitment to valuing, supporting and encouraging the professional development of staff	E
C2	Ability to establish good working relationships, developing and encouraging the teaching practice of other staff across EYFS and Key Stage 1	E

C3	Committed to promoting equal opportunities in staff development and training	E
C4	Ability to lead a curriculum subject across the Primary Departments	E
C5	Demonstrates a commitment to continually updating their knowledge of education/special education and to their own on going personal and professional development	E
D	Accountability	
D1	Ability to develop effective relationships with parents/carers to ensure they are well informed about the progress and attainment of their learners	E
D2	Ability to contribute to and actively support the overall vision, mission and key priorities of the School	E
E	Personal Attributes	
E1	Ability to work collaboratively with other agencies and professionals to support the holistic development of individual learners	E
E2	Excellent interpersonal skills including the ability to listen to, understand and work with a wide range of audiences	E
E3	Excellent communication skills, both oral and written	E
E4	A warm, friendly and approachable personal style	E
E5	Ability to support an open and transparent culture, acknowledge differences and overcoming potential barriers	E
E6	Ability to work on own initiative and anticipate and manage priorities and deadlines	E
E7	Ability to maintain a safe, secure and healthy learning environment for both learners and staff and promote well-being for both self and staff	E
E8	Demonstrates a high level of commitment to safeguarding, inclusion and equality in all aspects of school life	E
E9	Demonstrates a commitment to maintaining an effective and collaborative relationship with the Governing Body	E