TEACHER JOB DESCRIPTION

PEOPLE MANAGER	Head of School
ABS TEACHER PAY SCALES	£36,000 to £50,000 Qualifying £27,000 to £32,000

- This job description should be considered as guidance and is not exhaustive.
- It may be amended at any time following discussion between the people manager and colleague and may be reviewed as part of the performance management review process.
- The post holder may be required to undertake other duties as reasonably required by their people manager.
- All posts are subject to Enhanced DBS checks in addition to a range of other vetting checks as per the latest statutory safeguarding guidance.

OVERVIEW

- Our Teachers ensure that the quality of education at Achieve Beyond Schools is excellent.
- Our Teachers embody the ABS approach, building strong, lasting relationships with our pupils who have associated SEND and SEMH needs.
- Teachers have high expectations and standards. They coordinate and facilitate effective learning through engaging, well sequenced, and appropriately challenging lessons which ensure that pupils acquire, develop and retain the necessary skills and knowledge to succeed. They know and adhere to the Teachers' Standards.
- Our teachers plan and teach their specialist subject/s or some/all primary subjects within the ABS curriculum, and learning is carefully planned to meet pupils' individual academic, SEND and SEMH needs.
- Teachers work with Teacher Assistants and Therapists, and are at the core of realising the schools' R.A.I.S.E values.

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EXEMPLAR RESPONSIBILITIES

- Adhering to the schools' behaviour policy, ethos, and procedures, to support pupils' positive behaviour, and improvements in behaviour over time.
- Role-modelling ABS values and the highest levels of professionalism.
- Planning and teaching high-quality lessons as per the ABS curriculum.
- Motivating, engaging, and inspiring pupils as a result of building strong, lasting relationships, working seamlessly with colleagues, and planning carefully to meet pupils' individual needs.
- Creating and maintaining a well-managed, calm, secure and happy classroom where priority is given to the quality of the learning environment, ensuring it is welcoming, positive, uncluttered, and that the required resources and displays are of high quality.
- Ensuring assessment in books and on tracking systems are up to date, regularly monitored and used effectively to support pupils' learning.
- Contributing to breakfast, break, lunch, assembly, exercise, and extra-curricular provision.
- Fulfilling the role of 'trusted adult', taking responsibility for the pastoral care of pupils.
- Coordinating the organisation of educational visits, including completing risk assessments where necessary.
- Assessing pupils' academic and SEND progress using our assessment framework and completing progress reports for families and placing authorities.
- Encouraging, developing, and supporting relationships between families, adults and pupils.
- Maintaining the required plans, assessments, and records, and participating in administrative and organisational tasks relating to the safe, effective and efficient running of the schools.
- Working closely with Teacher Assistants and Therapists to ensure consistency, continuity and quality of provision.
- Attending and participating in all mandatory briefings, meetings, and training sessions; and contributing to the schools' self-evaluation and ongoing improvement.
- Knowing, supporting, and realising the schools' policies and procedures, including those relating to safeguarding and data protection.

- *Complying with any reasonable request from the Head of School to undertake work of a similar level that is not specified in this job description.*

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TEACHER PERSON SPECIFICATION

SKILLS, TRAITS, KNOWLEDGE and UNDERSTANDING

- Excellent ability to teach and work successfully with pupils with SEND and SEMH needs.
- Outstanding communication skills (with pupils, families, colleagues, and professionals).
- Outstanding organisational skills (including meeting deadlines).
- Strong ability to work constructively and collaboratively as part of a unified team.
- Strong academic skills to support teaching across the curriculum.
- Reflective practitioner eager to progress professionally.
- Able to recognise own training needs and willing to undergo relevant training.
- Attention to detail, including in terms of presentation, reliability, punctuality and supporting the maintenance of an attractive environment for learning.
- Ability to support families and carers of pupils with associated SEND and SEMH needs.
- Ability to cope in high pressure, highly stressful contexts.
- Creative and imaginative thinker in terms of facilitating pupil-centred teaching.
- Clear and demonstrable understanding of the national curriculum, the Teachers' Standards, age-related expectations and targets, the assessment process and school provision generally.
- Clear understanding of child development and pupils with associated SEND and SEMH needs.
- Clear understanding of relevant policies/codes of practice and awareness of relevant legislation.
- Clear understanding of a range of teaching, assessment and therapeutic approaches that facilitate effective learning and progress.
- A commitment to promoting and safeguarding the welfare of pupils.

QUALIFICATIONS, TRAINING and EXPERIENCE

- QTS and ECT Induction completion OR equivalent teacher training currently leading to QTS and subsequently ECT Induction OR relevant experience and core qualifications in readiness to work towards teacher training leading to QTS with ABS (essential).
- At least a good first degree in a core subject (essential).
- Experience in delivering the primary curriculum or a secondary subject area to pupils with SEND and/or SEMH needs (essential).
- Further training or qualifications related to SEND/SEMH needs (desirable).
- Experience of working in independent special schools (desirable).

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Please sign to confirm you have read and understood your job description.

Name:

Signed: