**Key Information**

Responsible to: The Head of School, Leadership Team and the Sovereign Trust Board of Directors

Responsible for: No line management responsibilities

Salary: Main pay range plus 1 or 2 SEN point depending upon experience

Contract:

**Overview**

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This Job Description should be read alongside the range of professional duties of Teachers as set out in the Teachers’ Pay and Conditions Document. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers.

**Job Purpose**

Teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to raising achievement and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils’ learning. They share and support corporate responsibility for the wellbeing, education and discipline of all pupils

**Core requirements of the post**

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics and in particular will:

* Inspire trust and confidence in pupils and colleagues
* Build team commitment with colleagues in the classroom and throughout the school
* Engage and motivate pupils
* Demonstrate analytical thinking in relation to their practice
* Improve the quality of pupils’ learning
* Contribute to school improvement/development planning and promote the learning priorities of the school’s development plans
* Contribute to the development and implementation of school policies.
* Have regard for the need to safeguard pupil’s well-being in accordance with statutory policies and procedure.
* Use the appraisal processes to advance pupils’ learning and enhance professional practice in line with the school’s aspirations and priorities
* Promote the wider aspirations and values of the school

**Areas of Responsibility and Key tasks**

Pupil’s achievement

Make a distinctive contribution to the raising of pupils achievement

**Planning, Teaching and Class Management**

Teach allocated pupils by planning their teaching to achieve progressions of learning through:

* Positively targeting and supporting individual learning needs via effective in depth assessments and the development of Education Action plans.
* Understanding and utilising a range of teaching approaches and strategies according to the individual needs of each pupil and their Statement of SEN/EHC plan.
* Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management according to the needs of the class group.
* Maintaining high levels of behaviour and discipline
* Effectively using home learning and other extra curricular learning opportunities as appropriate
* Demonstrating appropriate consistent progress for individual pupils across all teaching areas and across all spectrums of disability, ability, background and behaviour according to individual needs
* Effectively managing other adults in the classroom.
* Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils’ learning needs.
* Treating all pupils and their families with dignity and respect whilst observing professional boundaries at all times.
* Select and make good use of learning resources to enable teaching objectives to be met

**Monitoring, Assessment, Recording and Reporting**

* Use performance data to evaluate pupil progress and set appropriate targets for improvement; demonstrate consistent and effective use of information to gain well grounded expectations for all pupils.
* Use in-depth assessments to inform planning and teaching; demonstrate consistent and effective monitoring of progress to give clear and constructive feedback including to parents/carers.
* Take part in the review processes in accordance with the SEN Code of Practice and policies of the school providing timely reports when requested to.

**Manage own Performance and Development**

Use the outcomes from professional development to improve teaching and pupils’ learning.

**Manage and Developing Staff and other Adults**

* Act as a role model for teaching and learning.
* Advise and support colleagues in their role.
* Contribute effectively to the work of the wider team.

**Strategic Leadership**

* Demonstrate an active contribution to the policies and aspirations of the school.
* Demonstrate that they are an effective professional who challenge appropriately and support all pupils to do their best.

**Knowledge and Understanding**

* Have a thorough and up to date knowledge of teaching pupils with SEN
* Have a thorough knowledge and understanding of the wider curriculum developments relevant to their work.

**Professional Characteristics**

* Demonstrate high expectations and self-evaluation.
* Incorporate national strategies as appropriate in all teaching.
* Communicate learning objectives to pupils and all stakeholders.
* Undertake professional development to enhance teaching and pupils’ learning and apply outcomes and identify impact; share outcomes with colleagues.
* Operate at all times within the stated policies and practices of the school.
* Have a working knowledge of professional duties and legal liabilities.
* Maintain an up to date knowledge of good practice in teaching strategies and techniques.
* Know subjects or specialism’s to enable effective teaching.
* Promote effective channels of communication and partnerships between parents and the school and maintain active partnerships with parents in relation to their child’s learning.
* Liaise and develop effective relationships with other professionals, support agencies and the community.
* Show tolerance and respect for the rights of others, their faiths and beliefs whilst following the setting’s British values.

**Curriculum/Aspect Development**

* To provide professional support for a subject or aspect of the school, the effective use of resources leading to improved standards of learning and achievement for all pupils.
* Contribute to the School Improvement Plan by completing a monitoring audit and develop an action plan.
* Organise and identify resources.
* Respond to the needs of staff when problem arise and seek solutions.
* Identify the effective use of ICT within the subject or aspect.
* Liaise with the advisory staff and ensure good relationships are maintained.

**Additional**

To undertake such other responsibilities as the Head of school may reasonably require which are consistent with the statutory and contractual duties of the teacher

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. You will be expected to comply with any reasonable request from a manager to undertake work of a similar level not specified in this job description.