

Wightwick Hall School

Job Description

Job Title: SEND Teacher
Salary: MPS/UPS (£34,069 - £52,835) + SEN 1 £2,885
Contract type: Full Time - Permanent Post
Reporting to: Senior Leadership

Job Purpose

To carry out the duties of a school teacher as set out in the current School Teachers Pay and Conditions document. To ensure high standards of teaching, learning and achievement, efficient use of resources and creative development.

Key Responsibilities

Main purpose

The subject teacher will take lead responsibility for providing:

- High quality teaching
- Effective use of resources
- Improved standards of learning and achievement for all

1. Strategic direction and development

- Develop and implement policies and practices which reflect our school's commitment to high achievement, effective teaching and learning
- Create a climate which enables staff to develop and maintain positive attitudes towards the subject and confidence in teaching it
- Establish a clear, shared understanding of the importance and role of the subject in contributing to students' spiritual, moral, cultural, mental and physical development and in preparing students for the opportunities, responsibilities and experiences of adult life
- Use data effectively to identify students who are underachieving in the subject, and create and implement effective plans to support those students where necessary
- Analyse and interpret relevant national, local and school data, as well as research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods
- Establish short, medium and long term plans for the development and resourcing of the subject
- Monitor the progress made in achieving subject plans and targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement
- Advise the Headteacher on educational developments relevant to the School and the curriculum.
- Manage day to day administrative requirements such as examination entry, and ensuring accurate records are kept
- Share good practice and ensure a robust moderation process is in place
- Ensure Risk Assessments and Health and Safety procedures are in place, adhered to and regularly reviewed in accordance with new legislation

2. Teaching and learning

- Promote excellence in teaching and learning to ensure all students develop their potential
- Exemplify in own practice outstanding teaching skills and ensure that good practice is shared throughout the department, including good classroom management

- Ensure that a suitable learning environment is maintained throughout the department and that rewards and consequences are applied as appropriate
- Ensure that schemes of work are developed, reviewed and modified to ensure high standards of teaching and learning, and that there is consistency of practice
- Ensure the department is effective in meeting the needs of all students.
- Contribute to the broader life of the school by supporting and leading curricular and extracurricular events
- Ensure curriculum coverage, continuity and progression in the subject for all students
- Ensure effective development of students' literacy, numeracy and IT skills through the subjects
- Establish and implement clear policies and practices for assessing, recording and reporting on student achievement, and for using this information to recognise achievement, set targets, and secure good progress
- Work with staff to establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets
- Develop effective links with the local community, including business and industry, in order to extend the curriculum, enhance teaching and to develop students' wider understanding

3. Management of resources

- Have an overall understanding of the budgets of the department with a view to advising the Senior Leadership Team on future spending priorities
- Identify future resourcing needs and aspirations for the Key Stage 5 Department
- Use space to create an effective and stimulating environment for the teaching and learning of the subject
- Make sure that there is a safe working and learning environment in which risks are properly assessed

4. Monitoring, evaluation & assessment

- Ensure that within the department individual student progress is regularly assessed and recorded and used to inform teaching
- Ensure that assessment for each year group is conducted regularly and consistently
- Use relevant performance and benchmarked data to ensure that high standards of learning are achieved and maintained

Whole School Contribution:

- All staff have a responsibility to ensure the welfare and safeguarding of all students
- To contribute to the development of whole school policy and School Improvement Plan
- To support the school, aims, ethos and policies

Additional Duties:

- To take responsibility for their own professional development
- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example
- To engage actively in the performance review process

PERSON SPECIFICATION

	Essential	Desirable
<i>Qualifications</i>	Degree level qualification QTS Status and experience of teaching across at least two key stages in training Experience teaching students with a range of SEND needs, including the most complex.	Post Graduate Qualification Evidence of recent continuing professional development.
<i>Knowledge and Skills</i>	Ability to take initiative, lead, motivate, inspire and support students to achieve excellence Excellent interpersonal and group skills Excellent organisational and planning skills Ability to undertake self-evaluation and plan and execute improvements Manage a classroom and have the ability to teach outstanding lessons. Ability to plan lessons effectively for all pupils in a class, setting clear learning intentions to ensure progression for all students Understanding of the new OFSTED Framework regarding Teaching & Learning and Leadership and Management A range of strategies for creating a positive climate for learning	To teach to GCSE level Able to ensure that technologies are used effectively to improve learning A sound knowledge and understanding of current curriculum developments
<i>Qualities</i>	The ability to inspire young people to learn A commitment to lifelong professional learning Patience, sense of humour Reflective practitioner Knowledge of changes to SEND agenda A commitment to inclusive education Ability to work under pressure and meet deadlines	A willingness to be involved in extended curriculum opportunities in the subject area and across the school The capacity to contribute to the leadership and management of the whole school

	Able to learn and develop pedagogy and practice from others in your team	
<i>Experience</i>	Successful teaching experience in a Secondary school Successful teaching experience with students with SEND Experience of understanding and interpreting data to identify and act upon underachievement and underperformance and inform planning	Experience of working with students with social, emotional and learning difficulties Successful teaching experience in a Special School for a minimum 3 years
<i>Equal Opportunities</i>	Committed to the promotion of a multi-cultural approach in the classroom Must be able to recognise discrimination in its many forms and willing to put equality policies into practice	
<i>Special Requirements</i>	An enhanced Disclosure and Barring Service (DBS) check will be requested in the event of a successful applicant and references will be requested.	