



Job Description

Job Title: Teacher

Location: Holbrook School for Autism

Job Description

Class Teacher

Holbrook School for Autism, Esteem Multi-Academy Trust

This job description may be amended at any time following discussion between the headteacher and member of staff, and will be reviewed annually.

Purpose of the post

This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document.

Members of staff should at all times work within the framework provided by the school's policy statements to fulfil the general aims and objectives of the school's improvement plan.

To make a major contribution to the successful teaching and learning opportunities offered at The Holbrook School for Autism.

AREAS OF RESPONSIBILITY AND KEY TASKS

Main responsibilities

Relationships with children and young people

- Have high expectations of children and young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.
- Hold positive values and attitudes and adopt high standards of behaviour in their professional role.

Frameworks

- Maintain up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.

Communicating and working with others

- Communicate effectively with children, young people and colleagues.
- Communicate effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.

- Recognise that communication is a two-way process and encourage parents and carers to participate in discussions about the progress, development and well-being of children and young people.
- Recognise and respect the contributions that colleagues, parents and carers can make to the development and well-being of children and young people, and raising their levels of attainment.
- Commit to collaboration and co-operative working where appropriate

Personal and professional development

- Evaluate their performance and be committed to improving their practice through appropriate professional development.
- Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.
- Act upon advice and feedback and be open to coaching and mentoring.

Professional knowledge and understanding

Teaching and learning

- Have a good, up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential.

Assessment and monitoring

- Know a range of approaches to assessment, including the importance of formative assessment.
- Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.
- Know how to use reports and other sources of external information related to assessment to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development, including action plans for improvement.

Subjects and curriculum

- Have a secure knowledge and understanding of the curriculum areas and related pedagogy.
- Know and understand the relevant statutory and non-statutory curricula and frameworks.

Subject Coordination, (no TLR)

- be responsible for the coordination of a subject as determined by the headteacher

- work with the relevant leader (who carries responsibility and accountability for the curriculum and who monitors attainment, achievement and with others evaluates the quality of teaching).
- maintain materials and resources for the subject, making them accessible to others.

Literacy, numeracy and ICT

- Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities.
- Use literacy, numeracy and ICT skills to deliver exciting learning opportunities to your class.

Achievement and Diversity

- Understand how anxiety, PDA, ADHD and ASD can lead to a breakdown in emotional regulation which should be addressed without judgement.
- Understand how children and young people develop and how the progress, rate of development and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
- Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching.
- Understand the roles of colleagues with specific expertise
- Know when to draw on the expertise of colleagues.

Health and well-being

- Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.
- Know the local arrangements concerning the safeguarding of children and young people.
- Know how to identify potential child abuse or neglect and follow safeguarding procedures.
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

Professional skills

Planning

- To take an active part in whole-school development planning.
- Plan for progression across the age and ability range they teach, designing effective learning sequences within lessons and across series of lessons informed by secure subject/curriculum knowledge.

- Design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context.
- Plan, set, assess homework, and other out-of-class assignments where appropriate, to sustain learners' progress and to extend and consolidate their learning.
- To plan for sessions that satisfy academic learning objectives from the national curriculum and long term learning goals from EHCPs.

Teaching

- To have responsibility for a class group (unless otherwise directed by the Headteacher).
- To be responsible for delivering the appropriate Holbrook School for Autism curriculum.
- To organise the classroom, its resources, student groupings and displays to provide a stimulating learning environment.
- Teach challenging, well-organised lessons and sequences of lessons across the age and ability range in which you teach
- Use an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and take practical account of diversity and promote equality and inclusion
- Build on the prior knowledge and attainment of those they teach so that learners meet learning objectives and make sustained progress
- Develop concepts and processes which enable learners to apply new knowledge, understanding and skills
- Adapt their language to suit the learners they teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively
- Manage the learning of individuals, groups and whole classes effectively, modifying their teaching appropriately to suit the stage of the lesson and the needs of the learners
- Teach engaging and motivating lessons informed by well-grounded expectations of learners and designed to raise levels of attainment
- Follow and implement the remote learning policy if applicable.

Assessing, monitoring and giving feedback

- To become acquainted with the planning and record keeping systems in operation in the school; to keep records efficiently and submit them for inspection regularly upon request.
- Make effective use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment.
- Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development.
- Support and guide learners so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners.

- Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching.

Reviewing teaching and learning

- To attend meetings when required, mainly during school hours, but sometimes out of school hours.
- Review the effectiveness of their teaching and its impact on learners' progress, attainment and well-being, refining their approaches where necessary.
- Review the impact of the feedback provided to learners and guide learners on how to improve their attainment.

Learning environment

- To direct and coordinate the work of support staff in their class team.
- Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and well-being of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and the school.
- Follow the school's safeguarding policy and procedures
- Identify and use opportunities to personalise and extend learning through out-of-school contexts where possible making links between in-school learning and learning in out-of-school contexts.
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework, in line with the school's behaviour policy.
- Use a range of techniques and strategies to promote the behaviour, adapting them as necessary to promote the self-control and independence of learners.
- Promote learners' self-control, independence and cooperation through developing their social, emotional and behavioural skills.

Team Working and Collaboration

- To promote good communications with parents via home/school software, telephone calls and meetings.
- To liaise with other professionals and support teachers to develop learning programmes for individual students and /or groups of students.
- Work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- Ensure that colleagues working with them are appropriately involved in supporting learning and understand the roles they are expected to fulfil.

Personal responsibilities

- To co-operate with the school's Performance Management Procedures.

- To support the Headteacher in the implementation of all school policies and procedures.
- To carry out the duties and responsibilities of the post, following the school's Health and Safety Policy and relevant Health and Safety Guidance and Legislation.
- To take responsibility for safeguarding and promoting the welfare of children.
- To undertake training and professional development as appropriate.
- To undertake other duties appropriate to the post that may reasonably be required from time to time.

Performance standards

- To manage class and curriculum budgets (as appropriate) according to school policy and practice.
- To keep up-to-date with developments in educational thinking.
- To ensure that all services within the areas of responsibility are provided per the school's commitment to high-quality service provision to the customer.
- At all times to carry out the responsibilities of the post with due regard to the school's Equal Opportunities policy.

Person Specification: Teacher

Holbrook School for Autism, Esteem Multi-Academy Trust

QUALIFICATIONS AND EXPERIENCE		
Essential		<ul style="list-style-type: none"> • Qualified teacher status • Evidence of relevant training within the past five years • A commitment to undertake further relevant training • Recent experience of working as a class teacher • Ability to use a range of different teaching styles and strategies appropriately • Experience of working with young people with complex needs, including ASD, SLD, ADHD. • Experience of appropriate behaviour management techniques for children and young people with SEN, communication difficulties and challenging behaviours
Desirable		<ul style="list-style-type: none"> • Previous work in a multi-disciplinary team • Previous experience of leading a subject throughout school • Training or experience with behaviourally challenging students
KNOWLEDGE AND ABILITIES		

Essential		<ul style="list-style-type: none"> • A demonstrable, passionate commitment to improving the lives and opportunities of children and young people with special educational needs and challenging behaviours • Knowledge of the teachers' standards • Evidence of a sound knowledge of the current curriculum Initiatives to promote good to outstanding teaching, learning and behaviour. • Safeguarding and Child Protection awareness • Awareness of the needs of students with autism • Knowledge of different communication strategies • Provide direct support for students with a range of complex special needs • Communicate professionally and confidently with colleagues, other professionals and families • Ability to work co-operatively with multi-disciplinary professionals, governors and other agencies. • Organise time and resources effectively • Ability to promote a positive image of the School together with high standards of education, care and behaviour. • Ability to contribute effectively to school self-review • Ability to remain calm and reflective when working in a challenging environment. • Good IT skills to support the organisation and management of their own work as well as a teaching tool. • Proven ability to work on own initiative, be well organised, prioritise effectively and achieve results against deadlines • Able to demonstrate knowledge and understanding of Equal Opportunities and the Equalities Act 2010.
Desirable		<ul style="list-style-type: none"> • Good problem-solving strategies • Sensitivity and Tenacity • Experience of teaching in a primary school