

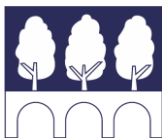
THE HOWARD PARTNERSHIP TRUST

*'Bringing out the Best'*



**JOB PROFILE – SEN Classroom Teacher**

<b>Job Title:</b>	<b>Classroom Teacher with SEND experience</b>
<b>Reporting to:</b>	Senior Leadership Team
<b>Job Purpose:</b>	<ul style="list-style-type: none"><li>• To provide inspirational, high-quality Teaching and Learning that supports students to make progress</li><li>• To provide the right universal and targeted support to ensure students progress both academically and within their EHCP outcomes</li><li>• To work as part of a team and participate in activities that support the improvement priorities of the school</li><li>• To maintain consistently the Teacher Standards</li></ul>
<b>Key accountabilities</b>	
	<ul style="list-style-type: none"><li>• Role model THPT and Linden Bridge School's vision and values</li><li>• Promote the safety and well-being of students, staff and families</li><li>• Set ambitious targets and high expectations to enable students to achieve in all areas of their school day and build bridges to independence</li><li>• Plan and teach well-structured lessons and activities, following the school's plans, curriculum and schemes of work</li><li>• Ensure that teaching approaches and ordinarily available provision are adapted appropriately to meet the specific needs of the students in your classes</li><li>• Assess, monitor, record and report on the learning needs, progress and achievements of students, making accurate and productive use of assessment</li></ul>
<b>Subject Specific Information</b>	
<b>Whole-school organisation, strategy and development</b>	<ul style="list-style-type: none"><li>• Lead an area of curriculum as identified and support others to ensure they are appropriately implementing your vision and aims (ECTs may shadow these activities)</li><li>• Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision</li><li>• Make a positive contribution to the wider life and ethos of the school</li><li>• Lead a weekly class meeting ensuring that the wider class team are fully appraised of appropriate information linked to wider school issues and to ensure students targets are being worked on by the whole team</li><li>• Contribute to the school's self-evaluation cycle through engagement and production of reports as requested</li><li>• Plan effectively using action plans to support the wider school development plan and deploy resources and budgets that are delegated to you</li></ul>
<b>Professional development</b>	<ul style="list-style-type: none"><li>• Take part in further training and performance development in order to improve own teaching and implement new learning in classroom practice, including attending weekly staff development sessions</li><li>• Contribute to the wider professional development of others in sharing best practice</li></ul>



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### JOB PROFILE – SEN Classroom Teacher

#### **Communication**

- Communicate effectively with students, parents and carers
- Maintain the school values in all areas of communication both internally and externally

#### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues
- Utilise the support and guidance provided by the wider team to ensure student needs are met

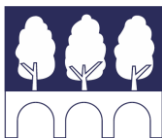
#### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
- Follow the code of conduct
- Follow the SEN Code of Practice

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to perform other duties appropriate to the level of the role, as directed by the Principal or line manager.

### PERSON SPECIFICATION – SEN CLASSROOM TEACHER

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	ü		Application
Relevant specialist qualifications in your subject	ü		Application
Commitment to CPD and improving practice through reflection	ü		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject / EHCP specialism	ü		Application / Interview



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**JOB PROFILE – SEN Classroom Teacher**

Skills and abilities	Essential	Desirable	How assessed
To be able to teach lessons which consistently meet the Teacher Standards	ü		Application / Interview
To use a variety of strategies to engage students and promote a stimulating environment	ü		Application / Interview
To work well in a team, contributing ideas and supporting faculty/department procedures	ü		Application / Interview
To be a confident user of IT as a teaching tool	ü		Application / Interview
To contribute to the wider life of the faculty / department and whole school, supporting extra-curricular and intervention initiatives	ü		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	ü		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	ü		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	ü		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	ü		Application / Interview

**THPT Values**

We are a values-based organisation and seek to recruit individuals who can demonstrate our values.

Our values will be assessed through the selection process, so we ask all applicants when providing their supporting statement to also incorporate not only how they meet the essential criteria for the role but to also demonstrate our values.

**Our values are:**

- **Integrity** - displaying honesty and having strong moral principles
- **Partnership** - working together and taking collective ownership to achieve the same goals
- **Advocacy** - working hard on behalf of others to maximise their success
- **Resilience** - finding success again after something difficult or negative has happened
- **Compassion** - displaying empathy towards and a desire to help others
- **Aspiration** - aiming high to achieve success



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### **Safeguarding and Further Information**

The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).

As well as verification of identity, we ask all successful candidates to undertake an enhanced DBS disclosure. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties, in accordance with Keeping Children Safe in Education (KCSIE).

The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.