



Pebble Brook School: Role Description Support Staff

Title of Post	Teacher
Grade Range	Main Scale to Upper 1
Reporting to	Headteacher
Date	January 2026
Time/Hours	32.5 hours per week (1265 hours directed time)

Who We're Looking For

We are seeking an enthusiastic, creative, and committed teacher to join our secondary school. Candidates must possess excellent communication skills, be fast learners, and have the ability to work as part of a highly skilled multidisciplinary team. The role involves teaching English and Maths to our pupils, along with a foundation subjects.

Whether you bring experience from mainstream education with a demonstrable interest in Special Educational Needs (SEN) or from a special education background, we encourage you to apply.

What we offer

Pebble Brook School provides a warm and nurturing approach for our pupils, which extends to our dedicated staff team. Fully supported by the senior leadership team, you'll find our outstanding staff and students make us a great place to work. Joining us means working with our amazing pupils, benefiting from our extensive CPD program and a generous PPA allowance, promoting a healthy work/life balance.

Main Purpose and Objectives of work
<ul style="list-style-type: none"> • Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document • Meet the expectations set out in the Teachers' Standards • Deliver a broad, motivating and enriching curriculum differentiated through bespoke lessons in a highly personalised way to connect and fully engage with every learner. • Develop the individual's skills and abilities whilst fostering caring and positive attitudes. • Raise standards of achievement across the school for all pupils so that they achieve to the best of their ability in their academic, social, creative, personal, physical and moral development. • Work as a part of a team to provide pupils with: <ul style="list-style-type: none"> ➢ An individualised personal curriculum ➢ Opportunities to learn in the way best suited to their learning needs and styles ➢ Maximum access to a range of methods of communication ➢ A reduced dependence on adults ➢ An enriched and motivating curriculum ➢ Opportunities to be involved in real life experience beyond the classroom
General duties and responsibilities
<ul style="list-style-type: none"> • Support the Headteacher by promoting the values and vision of the school through genuine commitment to teamwork, a proactive and conscientious responsibility to your duties. • Teach a broad and enriching curriculum to a class of pupils who have speech, language and communication (SLCN) need, and who autistic spectrum disorders (ASD), ADHD, sensory issues, social and emotional health needs .



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- Work collaboratively with the multi-professional team of therapists and teaching assistants so that approaches are personalised to meet individual needs and ensure that all pupils will be supported and challenged to:
 - Grow in confidence and become as independent as possible
 - Make a positive contribution to the school and the wider community, in which they are valued as individuals and act for the benefit of others.
 - Contribute to the evaluation, development and implementation of the school's policies, practices and procedures so as to support Pebble Brook Schools values and vision.
 - Adhere to the schools safeguarding and behaviour support procedures and policies and be seen to actively promote them in all aspects of work.

Specific Duties

1. Leadership and Management

- Contribute to school development planning and in other school improvement work.
- Lead the class team and support, supervise, organise and deploy the work of other members of staff/students/volunteers.
- Contribute to the recruitment, continuing professional development and performance review of support staff and other colleagues.
- Participate in arrangements for own further training and professional development in order to improve own teaching.

2. Quality of Education Curriculum, Assessment, Teaching and Learning

- Set high expectations which inspire, motivate and challenge pupils.
- Lead and develop one or more curriculum area throughout the school and provide information, training, support etc. to other members of staff (plus volunteers and students as appropriate).
- Be an outstanding and inspirational classroom practitioner able to reflect on and adapt one's own teaching and have a positive impact on that of others.
- Promote good outcomes by pupils linked to their EHCP outcomes.
- Demonstrate good subject knowledge across the curriculum for the phase taught.
- Plan and teach well-structured lessons following the school's plans, curriculum and schemes of work, including use of ICT.
- Adapt teaching to respond to the strengths and needs of all individual pupils.
- Monitor and assess pupils' work and to use assessment to inform planning and identify individual needs.
- Keep records of pupil progress and track and report achievement in line with school policies and procedures, statutory requirements and those related to External Accreditation and Awarding bodies.
- Organise and maintain a stimulating working environment appropriate for the range of activities taking place and the special educational needs of the pupils.
- Ensure that resources are created, organised and readily available to promote learning for individuals including ICT and access technology.
- Prepare and manage an annual subject development plan including costings.



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Wider professional responsibilities

- Work collaboratively with other professionals e.g. Occupational and Speech & Language Therapists, Physiotherapist and implement programmes developed with them to secure co-ordinated outcomes.
- Ensure that progressing independent learning is a fundamental part of the daily routines of the classroom.
- Ensure that the use of agreed strategies and interventions are used consistently by all staff to support pupils' communication, health and emotional wellbeing.
- Be responsible for the forward planning, preparation, risk assessments and other arrangements for Educational Visits (including residential) for the class in accordance with the school's policies. Attend staff meetings as required.
- Encourage a productive partnership with parents/carers.
- Forge links with other staff, the co-located schools, other special schools and with community partners.
- Participate in the wider life of the school by running extra-curricular activities and attending fundraising and social events, promoting positive relationships between staff, home and school.
- Carry out playground and lunch duties so that the ethos and aims of the school are supported and implemented throughout the whole school day.
- Plan and deliver in collaboration with other staff the wider enrichment and life skills curricula



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PERSON SPECIFICATION

<u>Quality or Skill</u>	<u>Level</u>
Commitment to equal opportunities for all and a commitment to safeguarding and the welfare of children and young people	Essential
Recognised appropriate teaching qualification	Essential
Knowledge of the basic secondary curriculum including the requirements of the National Curriculum	Essential
Particular expertise in and knowledge of special educational needs	Desirable
Experience of supporting children with special educational needs	Desirable
Ability to employ a range of teaching strategies appropriate to differing ages and abilities	Essential
Ability to plan for small group work, differentiation and individual work programmes	Essential
Ability to use a variety of classroom organisation and management methods	Desirable
Ability to effectively present Annual Pupil Reports within School/County/Legal guidelines	Essential
Experience of working with other staff in supporting pupils with SEN	Desirable
Ability to effectively manage the departmental budget	Essential
Ability to assess and record pupil performance	Essential
The physical fitness to cope with the demands and stresses of the job	Essential
Pleasant personality, enthusiasm and a sense of humour	Essential