

**WE ARE  
HIRING**



## Join Our Team

If you're passionate about making a difference in the lives of children with ASD then join us at Forest Bridge School and be part of a community that values understanding, respect, and genuine growth.

**Together we can make a difference!**



Elizabeth Farnden  
Headteacher



**Position available: Class Teacher**

Please contact the Headteacher's EA to arrange a visit to the school.

Email: [EA@forestbridgeschool.org.uk](mailto:EA@forestbridgeschool.org.uk)

## **Why work at Forest Bridge School**

Working at Forest Bridge School offers a unique and rewarding opportunity for professionals in the field of special education. Located in the charming town of Maidenhead, just 20 miles outside of London, We are dedicated to providing a nurturing and supportive environment for children with Autism Spectrum Disorder. Since opening in 2015, the school has prided itself on its multi-disciplinary approach to learning, incorporating a carefully designed in house curriculum.

At Forest Bridge School, we embrace each child's unique journey through Applied Behaviour Analysis, guided by a profound respect for their individuality, strengths, and the distinct stages of their development. We believe in nurturing a child's core self, allowing them to express who they are without the need to mask. Our approach is family centred and community oriented, creating a supportive environment that extends beyond our school walls. We delve deeply into understanding each child's medical, mental health needs, and neurodiverse needs, ensuring our strategies are tailored specifically to them.

We operate on a foundation of transparency and mutual respect, valuing the dignity of every child. Our team works collaboratively, rejecting traditional hierarchies to foster personal connections and equal partnership. Our professionals embody empathy and adaptability, committed to learning from each child's progress to continually refine our practice.

Forest Bridge School is committed to professional development, collaborative work, and the well-being of both its staff and students. We provide dynamic, high-quality specialist training and professional development pathways for all staff, ensuring a listening, responsive, and supportive culture.

Our vision is to be a leading provider of education for children and young adults with autism, combining ABA, evidence-based therapy, and effective personalised curriculums to enable pupils to fulfil their potential, prepare for adulthood, and lead happy lives.

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## **JOB DESCRIPTION: Class Teacher**

<b>Pay range:</b>	Teacher's pay scale + SEN allowance
<b>Line manager:</b>	The Headteacher, SLT, MLT and the Governing Body
<b>Supervisory responsibilities:</b>	Support staff as directed

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### **Main purpose of the job:**

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards (2012)*

Take responsibility for promoting and safeguarding the welfare of children and young people within the school

### **Duties and responsibilities**

All teachers are required to carry out the duties of a schoolteacher as set out in the current [School Teachers Pay and Conditions Document](#). Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher [standards](#) as part of the appraisal process as relevant to their role in the school.

### **Teaching and learning**

- Plan, deliver, assess and evaluate teaching and learning for designated class of pupils
- Teach challenging, well organised and creative lessons in a stimulating environment, using a range of teaching strategies appropriate to pupils with autism
- Deliver a broad and balanced curriculum relevant to a range of abilities and developmental levels of the pupils in the class
- Use a range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment
- Regularly review the effectiveness of teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining approaches where necessary
- Validate termly attainment and progress data for designated pupils
- Establish and maintain a purposeful and safe learning environment for learners, colleagues and yourself

### **Management**

- Lead and manage the Tutors within your class team and facilitate meetings as required
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfill
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school

# **JOB DESCRIPTION: Class Teacher**

## **Team work and collaboration**

- Work collaboratively with colleagues, parents / carers and multi-agency professionals to agree effective approaches to each pupil's learning, as well as their personal, social, emotional and physical development
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Work in collaboration and partnership with learners, parents/carers, governors, other staff and multi-agency professionals

## **Health and well being**

- Establish and maintain a purposeful and safe learning environment for learners, colleagues and yourself
- Manage learners' behaviour constructively by helping to establish and implement positive and consistent approaches to challenging behaviour, in accordance with the school's behaviour management policy and the principles of ABA
- Raise all concerns regarding the behaviour, progress or welfare/child protection of any learner with the appropriately identified person
- Be responsible for promoting and safeguarding the welfare of children and young people within the school.

## **Teaching**

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate and in conjunction with the Applied Behaviour Analysis professionals in particular the Supervisor/s working with pupils in your class
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*

# **JOB DESCRIPTION: Class Teacher**

## **Behaviour and Safety**

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*

Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

## **Team working and collaboration**

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school

Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document

## **Fulfil wider professional responsibilities**

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies

Make a positive contribution to the wider life and ethos of the school

## **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate

Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

## **JOB DESCRIPTION: Class Teacher**

### **Professional development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal

Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

### **Other**

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality

Perform any reasonable duties as requested by the headteacher

### **Note**

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

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## Person Specification Class Teacher

	Essential	Desirable
<b>Qualifications</b>		
Qualified teacher status or recognised equivalent (application form).	√	

	Essential	Desirable
<b>Experience</b>		
1. Teaching experience with the age range and/or subject(s) applying for.	√	
2. Additional Autism/SEN specialist teaching qualification		√
3. Experience teaching pupils with Autism/SEN (in special school or mainstream environment)		√

<b>Knowledge and Skills—the ability to effectively</b>	Essential	Desirable
1. Create a stimulating and safe learning environment for children with autism.	√	
2. Establish and maintain a purposeful working atmosphere.	√	
3. Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.	√	
4. Assess and record the progress of pupils' learning to inform next steps and monitor progress.	√	
5. Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.	√	
6. Teach using a wide variety of strategies to maximise achievement for all children with autism including those with complex needs and high achievers and to meet differing learning styles.	√	
7. Encourage children in developing self-esteem and respect for others.	√	
8. Deploy a wide range of effective behaviour management strategies, successfully.	√	
9. Communicate to a range of audiences (verbal, written, using ICT as appropriate).	√	
10. Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit.	√	
11. An awareness of, and commitment to, working in a school whose foundations for learning will be based on the principles	√	

## Person Specification Class Teacher

Demonstrate a Commitment to:	Essential	Desirable
1. Equalities	✓	
2. Promoting the school's vision and ethos	✓	
3. High quality, stimulating learning environments	✓	
4. Relating positively to and showing respect for all members of the school and wider community	✓	
5. Ongoing relevant professional self-development	✓	
6. Safeguarding and child protection	✓	



## **Benefits**

- **Competitive salary**
- **Socialable working hours (no weekends or evenings after 6.30pm)**
- **A friendly and supportive team**
- **Staff pensions schemes—LGPS or Teachers pension scheme dependant to role**
- **Free parking**
- **Staff wellbeing and support services**
- **Supervision ( dependant on role)**
- **Staff voice— who organise social events for staff**
- **Tastecard employee discount scheme**
- **Sick pay**
- **Comprehensive induction**
- **Training for professional development such as CEU's, participation in research.**
- **Opportunities for career progression. Including Masters, NPQ's , UKsBA & QTS.**
- **Work From Home opportunities for some roles such as Class Teachers, Supervisors, and Senior Leaders.**