

Job Description

Job Title: **Specialist Provision Lead Teacher**
Hours of Work: **Term time**
Grade / Salary: **MPS/UPS with TLR 1B**

Reporting to: Senior Leader in charge of Alternative Provision

Main Objectives

- To support the Headteacher and Senior Leader in charge of Alternative Provision to design and deliver the curriculum programme to lead and develop the FINCH Alternative Provision curriculum with a focus on core subjects and a trauma informed vertical curriculum providing high-quality education for learners with a wide range of needs
- To line manage the teaching staff of the provision and co-ordinate Fortismere school teachers who teach in the provision
- To support the design and future implementations of the curriculum and support offers at post 16 provision
- To champion inclusion, personalisation, and reintegration, ensuring all learners access a broad, balanced curriculum and fulfil their potential.
- Be responsible for strategic curriculum leadership, bespoke learning plans, personalised pathways, outstanding teaching, and ensuring excellent outcomes through collaborative and inclusive practice
- To support school improvement priorities and uphold the ethos and values of Finch alongside the ethos and values of Fortismere

Key Responsibilities

Leadership and Management

- Provide strategic leadership for curriculum delivery and development within the FINCH Alternative Provision, ensuring an inclusive, nurturing, and aspirational environment that enables all pupils to thrive
- Support the implementation of the School Improvement Plan and contribute to whole-school priorities
- Line manage, mentor, support, and develop teaching staff in the FINCH team, fostering a culture of collaboration, accountability and continuous improvement, including mentoring on the ECT programme
- Oversee and evaluate the quality of classroom practice, ensuring high standards of teaching and learning
- Undertake designated school duties in line with directed time and leadership responsibilities within FINCH

Teaching and Curriculum

- Deliver high-quality lessons, adapting teaching to meet a wide range of needs as appropriate to an Alternative Provision

- Plan and deliver the curriculum in line with schemes of work, statutory requirements and alternative provision best practice
- Keep abreast of National Curriculum requirements, a range of examination specifications, and relevant educational initiatives
- Manage and coordinate exams with home schools and Fortismere
- Design, implement, and review learning plans for pupils with a range of additional needs in line with SEN guidelines and statutory requirements
- Use data-driven approaches to monitor pupil progress and inform planning, ensuring targeted interventions and accelerated learning
- Lead on the development of innovative schemes of work, teaching methods and shared resources
- Promote literacy, numeracy and cross-curricular learning across the provision
- Stimulate engagement in learning through enrichment, extra-curricular and cross-curricular activities

Assessment and Progress

- Adapt teaching, target-setting and assessment in accordance with pupils' abilities, needs and EHCP outcomes
- Embed Assessment for Learning (AfL) strategies into daily classroom practice and schemes of work
- Monitor, assess, record and report on pupil progress in line with internal and statutory requirements
- Use data effectively to identify gaps, implement targeted interventions and accelerate progress
- Prepare and mark classwork and homework in line with school policy, ensuring high-quality feedback
- Lead on assessment systems within the provision to ensure clarity, consistency and impact

Inclusion and Personalisation

- Differentiate the curriculum to support learners with complex needs, including those with EHCPs
- Ensure compliance with EHCPs, annual reviews, and local authority processes
- Address barriers to learning both within and beyond the classroom, enabling pupils to achieve their full potential.
- Develop and promote alternative curriculum pathways and reintegration strategies, supporting successful transition to mainstream or post-16 pathways
- Contribute to enrichment programmes and extended learning opportunities.

Safeguarding and Behaviour and Pastoral Care

- Take a proactive leadership role in safeguarding, adhering to statutory and school policies.
- Promote the welfare, wellbeing and personal development of all pupils in your care.
- Implement and monitor effective behaviour management strategies, supporting positive pupil engagement and wellbeing tailored to SEMH needs.
- Participate in tutor responsibilities where required, including delivery of the pastoral curriculum.

- Liaise with parents, carers, and external agencies, ensuring effective multi-agency working and support for pupils

Resources and Learning Environment

- Maintain a safe, stimulating and structured learning environment.
- Take responsibility for resources used within the provision, including equipment, textbooks and specialist materials.
- Develop high-quality teaching resources and promote the sharing of good practice.
- Use and develop ICT to enhance teaching, learning and engagement.
- Ensure compliance with Health and Safety procedures.

Professional Development and Collaboration

- Lead CPD for staff in alternative provision, promoting best practice in inclusive teaching and behaviour interventions
- Support the wider school community in developing understanding of SEMH, ASD, and inclusive approaches
- Contribute to whole-school priorities, working closely with senior leaders and the SEN team
- Participate fully in performance management processes and ongoing professional development.
- Attend relevant meetings, Parents' Evenings and directed time activities.
- Uphold and actively promote the ethos and values of Fortismere School and FINCH.

April 2026

Signed.....

Dated.....