

JOB DESCRIPTION

SCHOOL/LOCATION:	St Simon and St Jude CofE Primary School
JOB TITLE:	Teacher – The Harbour (Enhanced Resourced Base for EYFS pupils with Communication & Interaction needs)
RESPONSIBLE TO:	Headteacher / SENCO
GRADE:	Teacher Pay Scale
SALARY:	M3 – UPS3 (Plus SEN Allowance)

CORE PURPOSE:	The Teacher will be responsible for planning, delivering and assessing high-quality teaching and learning that meets the needs of all pupils. The postholder will work as part of the school's wider teaching team, with responsibility for supporting pupils with Special Educational Needs and Disabilities (SEND) within The Harbour. The Teacher will provide an inclusive, nurturing and engaging learning environment that enables pupils to make progress from their individual starting points and develop their academic, social, emotional and communication skills. Working closely with the Harbour's Lead Practitioner/SENCO, colleagues, support staff, parents/carers and external professionals to ensure that pupils receive appropriate support and that their individual needs are effectively met.
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KEY DUTIES & 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.

TEACHING AND LEARNING

- Plan and deliver high-quality, engaging lessons that meet the needs, abilities and interests of all pupils.
- Provide appropriate support and adaptation to ensure that pupils with a range of needs can access the curriculum and make progress.
- Establish a positive, inclusive and supportive learning environment where all pupils feel valued, safe and able to learn.
- Assess, monitor and record pupils' progress and use assessment information to inform future planning and teaching.
- Set appropriate expectations for pupil achievement, behaviour, independence and personal development.
- Encourage pupils to develop confidence, independence and positive attitudes towards learning.
- Use a range of teaching approaches and resources to support different learning styles and individual needs.

SEND AND THE HARBOUR

- Take particular responsibility for supporting pupils with SEND within The Harbour, working in accordance with pupils' individual needs and provision.
- Plan and deliver learning that is appropriately adapted to meet the needs of pupils with SEND, primarily, but not exclusively, communication and interaction needs.
- Contribute to the development and implementation of individual learning plans and support strategies for pupils.
- Monitor pupil progress against individual targets and, where appropriate, EHCP outcomes, contributing to reviews and assessments.
- Work closely with the Lead Practitioner/SENCO and other colleagues to identify barriers to learning and implement appropriate strategies and interventions.
- Promote inclusive practice and support pupils to participate in wider school life and, where appropriate, access mainstream provision.
- Use appropriate communication, visual, sensory and other supportive strategies to promote pupils' engagement, communication and independence.
- Work collaboratively with Teaching Assistants and other support staff to ensure that support is effectively deployed and focused on improving pupil outcomes.
- Contribute to EHCP annual reviews, SEND meetings and other relevant discussions regarding pupil progress and provision.

WORKING WITH OTHERS

- Build positive and effective relationships with pupils, parents/carers and colleagues.
- Work collaboratively with the Lead Practitioner/SENCO, teachers, Teaching Assistants and wider school staff to promote positive outcomes for pupils.
- Liaise with external professionals and agencies where appropriate, following the direction of the Lead Practitioner/SENCO or senior leaders.
- Communicate effectively with parents and carers regarding pupil progress, wellbeing and learning.
- Contribute to transition arrangements for pupils entering or leaving The Harbour and moving between different areas of provision.

BEHAVIOUR, SAFEGUARDING AND INCLUSION

- Promote positive behaviour and relationships through consistent, fair and supportive approaches.
- Support pupils with their social, emotional and personal development and promote their wellbeing.
- Maintain high standards of safeguarding and child protection and follow all school procedures and policies.
- Promote equality, diversity and inclusion and ensure that all pupils are treated with dignity and respect.
- Maintain a safe, stimulating and well-organised learning environment.

PROFESSIONAL RESPONSIBILITIES

- Participate in staff meetings, training, professional development and other school activities as required.
- Maintain accurate records relating to planning, assessment, pupil progress and SEND provision.
- Contribute to the school's self-evaluation, improvement planning and wider development where appropriate.
- Undertake relevant professional development to maintain and develop teaching and SEND knowledge and practice.
- Work in accordance with school and Trust policies, including safeguarding, GDPR, health and safety, equality and behaviour.
- Undertake other duties appropriate to the role as directed by the Headteacher or other senior leaders.

TRAINING AND PROFESSIONAL DEVELOPMENT

- Participate in appropriate professional development to maintain and enhance teaching knowledge and skills.
- Undertake relevant SEND training to develop understanding of the needs of pupils within The Harbour.
- Share good practice and contribute to the professional development of colleagues where appropriate.

GENERAL REQUIREMENTS

- Uphold and promote the values and ethos of the Rise Multi Academy Trust.
- Demonstrate a strong commitment to safeguarding and child protection.
- Promote equality, inclusion and positive outcomes for all pupils.
- Contribute to the implementation of the school improvement plan.
- Comply with school policies, including the Code of Conduct and Health & Safety requirements.
- Always maintain professional standards and confidentiality.
- Undertake other duties appropriate to the role, as directed by senior leaders.

PERSON SPECIFICATION

ATTRIBUTES	REQUIREMENTS	ESSENTIAL OR DESIRABLE
EDUCATION & TRAINING	An Honours Degree or equivalent	E
	Qualified Teacher Status	E
	Evidence of engagement in relevant continuing professional development	E
EXPERIENCE & SKILLS	Successful experience of teaching EYFS/KS1 children (especially those with SEND)	E
	Experience in supporting improvements in teaching and learning	E
	Experience in using data to inform planning and future developments	E
	Experience in monitoring, evaluation and review to support improvements/improved outcomes (especially in relation to EHCPs).	E
	Able to assess and record the progress of pupils learning to inform next steps and monitor progress	E
PERSONAL ATTRIBUTES	Exemplary and inclusive classroom practitioner	E
	Excellent communication and interpersonal skills	E
	Takes responsibility for managing own professional development	E
	Contributes to and implements whole school policies.	E
	Participates in and contributes to whole school improvement.	E
	Establishes professional, supportive and appropriate relationships with children, parents, carers and other professionals.	E
	Willingness to assist and participate in the wider aspects of school life.	E
	Promotes a distinctively Christian ethos as well as British Values, nurturing respect and tolerance for everyone across all subjects.	E
SAFEGUARDING & EQUAL OPPORTUNITY	Commitment to the highest standards of equality and celebration of diversity	E
	Must be able to recognise discrimination in its many forms and willing to put Trust's Equality Policies into practice.	E
	Commitment to safeguarding pupils.	E
	Knows and understands the principles and values of underpinning safeguarding and the promotion of the wellbeing of children and young people	E