

Unqualified Classroom Teacher

Job Description & Person Specification

Leicester Therapeutic School is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job Details:

Salary: LTS Pay Scale LTS 1- 9 (£23,100 - £35,759)

Hours: 37.5 hours per week

Contract Type: Full Time, Permanent

Reporting to: Headteacher

Responsible for: Inclusion Practitioners

This is an exciting opportunity to join our team in the role of **Unqualified Classroom Teacher** starting in August 2026. You would be working alongside other team members including senior leaders, classroom teachers, learning support assistants and other support roles. Our provision includes small class sizes of up to 8 pupils, sensory friendly learning spaces, large classrooms, outside play areas, high staff to pupil ratio and a personalised curriculum approach.

Our school motto; 'Building Foundations through Nurture and Mindset' symbolises a child's growth and development through their individual learning journey at Leicester Therapeutic School. We believe passionately that with the right support at the right time, pupils will thrive in school and be ready for the next stage of their education.

At Leicester Therapeutic School our ethos is clear; we put the child first in all circumstances. To ensure our pupils are ready to learn, Leicester Therapeutic School will create a school environment which makes pupils feel safe, secure, and supported. We do this by establishing strong and trusted professional relationships and providing pupils with an inviting and accessible environment.

Values

The classroom teachers will share our values:

Understanding: We show understanding and care to truly comprehend a child's journey up to the point of joining our school.

Acceptance: We encourage children to accept themselves and others for who they are and feel good about themselves.

Celebrate: We celebrate pupil's individuality and their superpowers!

Resilience: We inspire pupils to try new experiences, overcome barriers and grow in confidence.

Mindset: We promote a culture where pupils will feel safe enough to see failure as part of their learning and be brave enough to take on the next challenge.

Kindness: We treat our school community with kindness and respect.

Main Purpose

The Classroom Teacher will:

- Fulfil the professional responsibilities of a teacher as set out in the Teachers' Standards Part 1 and Part 2 with support from a senior manager.
- Plan and deliver exceptional lessons in line with the school's curriculum and wider policies with support from a senior manager.
- Ensure the safety and welfare of pupils is promoted by adhering to the safeguarding policies and procedures of the school.

Classroom Teacher Specific Responsibilities

Teaching

- Plan and teach well-structured multi-sensory, adaptive lessons across the primary national curriculum, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.
- Foster a love of learning beyond the curriculum through our Personal Development provision.

Whole-School Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.
- Lead subject(s) to improve outcomes across the whole school.

Health and Safety

- Promote the safety and wellbeing of pupils.
- Maintain a safe environment which is well structured and clean.
- Update risk assessments when appropriate.
- Conduct daily checks of learning spaces and report concerns and hazards to the maintenance manager or Headteacher.
- Complete health and safety training allocated by the school.

Pastoral Support

- Be responsible for the pastoral care of pupils.
- Actively contribute to the personal development curriculum including leading trips and visits.
- Contribute to annual reviews by creating and updating IEPs for pupils in their class.
- Undertake break and lunch time duties, supporting and supervising pupils during unstructured times.

Professional Development

- Take part in the school's appraisal procedures.
- Take part in further training and development to improve your own teaching.
- Take part in the appraisal and professional development of others, where appropriate.
- Complete the school's induction period of training.
- Complete mandatory online training modules selected by the school.
- Attend all in-house training as required by the Headteacher.

Working with parents

- Build positive and professional relationships with parents and carers.
- Follow the school's communication process when communicating with parents.
- Ensure communication is completed in a timely manner.
- To raise concerns with the Headteacher and/or DSL as appropriate.

Working with colleagues and other professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

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 practises 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.

Safeguarding

- Contribute to the school's safeguarding culture by maintaining an awareness of current safeguarding trends and participating fully by taking an involved and informed approach
- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.
- Promote the safeguarding of all pupils in the school.
- Know that safeguarding is everyone's responsibility and maintain an attitude of "*it could happen here*".

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 do other duties appropriate to the level of the role, as directed by the Headteacher or Line Manager.

Visits are strongly encouraged prior to interview.

Safer Recruitment

We are committed to safeguarding and promoting the welfare of our children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to a Disclosure and Barring Service check along with other relevant employment checks.

Person Specification

CRITERIA	QUALITIES
Qualifications and experience	<ul style="list-style-type: none"> GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths Level 3 qualification
Experience, Skills and knowledge	<ul style="list-style-type: none"> Experience working in a school environment or other educational setting Experience working with children / young people with special educational needs (SEN) Experience of planning and teaching in the role of unqualified teacher or similar Experience planning and delivering learning activities Good literacy and numeracy skills Good organisational skills Ability to build effective working relationships with pupils and adults Skills and expertise in understanding the needs of all pupils Knowledge of how to help adapt and deliver support to meet individual needs Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils Excellent verbal communication skills Ability to work as part of a team and to be flexible in their approach to daily routines Active listening skills The ability to remain calm in stressful situations Knowledge of guidance and requirements around safeguarding children Good ICT skills, particularly using ICT to support learning Awareness of PACE strategies
Personal qualities	<ul style="list-style-type: none"> Enjoyment of working with children Sensitivity and understanding, to help build good relationships with pupils A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school Commitment to maintaining confidentiality at all times Commitment to safeguarding pupil's wellbeing and equality Resilient, positive, forward looking and enthusiastic about making a difference Capacity to inspire, motivate and challenge children and young people