

Class Teachers Job Description

Primary and Secondary Phase Class Teachers

Hours: 32.5 (1265 hours directed time)

Contract: Full-time, permanent

Salary: Outer London MPR

Context

Strathmore is a forward-thinking and innovative special school, currently located across the borough of Richmond in 3 campuses, with a 4th location due to open soon. All 4 sites are co-located with local, inclusive minded mainstream primary and secondary schools and we work closely with each school to promote an inclusive partnership. Strathmore is part of The Auriga Academy Trust with Clarendon and Capella House Schools, and the aim of the Trust is to extend local SEND provision. Strathmore is a day special school for learners with severe and complex learning difficulties, and we are dedicated to preparing every learner to become an active contributor to their community by championing independence, engaging families and promoting communication. Our learners come from all parts of the borough and from neighbouring boroughs. Every learner has an Education, Health and Care Plan and we work closely with our colleagues from Educational Psychology, Health, Social Care and a Multi-Therapy Team to support each learner to progress towards their outcomes. We have very high aspirations for all of our learners and high expectations of ourselves and welcome applications from like minded teachers.

Strathmore School is committed to providing equality of opportunity for everyone.

All staff are expected to take a shared responsibility to safeguard our learners and promote the welfare of children and young people.

JOB DESCRIPTION

General responsibilities
To support the Headteacher and School Leadership Team with promoting the aims and vision of the school.
To support the progress of the learners and carry out your duties and responsibilities pro-actively and conscientiously and having due regard for Strathmore's Code of Conduct.
To undertake the duties of a class teacher as specified in the Teacher's Standards and School Teachers Pay and Conditions Document and having due regard for Strathmore School's School Development Plan.
To teach a group of learners who have severe learning difficulties (SLD)/profound and multiple learning difficulties (PMLD)/ Autistic Spectrum Disorder (ASD), some of whom may exhibit challenging behaviour, so that they learn to their full potential.
To adhere to the school's safeguarding and behaviour support procedures and policies and be seen to actively promote them in all aspects of work.

	Specific Duties
1	Policy and Leadership
a	To plan and assess pupils' learning, using knowledge of school policies, school curriculum and assessment procedures, national and local requirements for relevant curriculum areas.
b	To lead and develop one or more curriculum areas throughout the school and provide information, training, support etc., to other members of staff (plus volunteers and students, as appropriate).
2	Management of Teaching and Learning
a	To set high expectations which inspire, motivate and challenge pupils
b	To promote good outcomes by pupils
c	To demonstrate good curriculum area, subject and curriculum knowledge
d	To plan and teach well-structured lessons including use of ICT
e	To adapt teaching to respond to the strength and needs of all individual pupils
f	To be responsible for the forward planning, preparation and arrangements of any Educational Visits (including residential) as per policy notices, in full consultation with the School Leadership Team.
g	To be responsible for the overall planning and management of the individual/group and for developing timetables, in consultation with the School Leadership Team and other colleagues
3	Management of People and Pupils
a	To manage behaviour effectively to ensure a positive and safe learning environment
b	To lead and support HLTA's, teaching assistants, students and volunteers
c	To be responsible for the welfare and pastoral needs of all the students in school throughout the day and for keeping the Head/Deputy/Assistant Headteacher informed of any developments or changes.
d	To work closely with other professionals e.g. E.P. Occupational and Speech & Language Therapists, Physiotherapist and implement programmes developed with them.

4	Management of Financial and Physical Resources
a	To organise and maintain a stimulating working environment appropriate for the range of activities taking place and the special educational needs of the pupils
b	To ensure that resources are created, organised and readily available to promote learning for individuals including ICT and access technology
c	To prepare and manage an annual curriculum development plan including costings
5	Assessment, Evaluation and Quality
a	To make accurate, productive and timely use of assessment
b	To monitor and assess pupils' work and to use assessment to inform planning and identify individual needs.
c	To 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
d	To actively develop own knowledge including participating in arrangements for further training and professional development, and, where appropriate, that of other teachers and support staff including induction.
e	To continually reflect upon and refine professional practice according to Strathmore school's appraisal policy
6	To fulfil wider professional responsibilities
a	To attend staff meetings as required. These are normally held once a week after school. Other types of meeting may be arranged in addition to these e.g. curriculum leader meetings, class team meetings, inter-school partnerships and training sessions
b	To develop positive relationships with parents/guardians and carers and encourage their involvement in their child's education as much as possible.
c	To forge links with other staff across the Trust, in co-located and local schools, other special schools and with community partners.
d	To participate in the wider life of the school by running extra-curricular activities and attending fund raising and social events, promoting positive relationships between staff, home and school.

To be reviewed annually in line with the Performance Management schedule.

PERSON SPECIFICATION- CLASS TEACHER

Education/Qualifications
1. Qualified Teacher Status and right to work in the UK. 2. Specialist qualifications such as a further degree or diploma, specialist training such as PECS, TEACCH, Makaton are desirable
Abilities/Skills/Knowledge
1. Proven ability to teach SLD /PMLD/ASD students including enabling individual access to learning and resources.
2. A working knowledge of appropriate curriculum and assessment systems to meet the needs of the individual students with SEND.
3. An ability to devise aspirational individual annual and short-term outcomes and other personalised learning programmes to meet the student's needs within the agreed syllabus with reference to pupil interest, prior learning and achievement, .
4. An ability to maintain, clear, concise, up to date pupil records in accordance with the school's chosen system. (This would include curriculum planning/forecasts/evaluations/ external accreditation portfolios, Annual Review Reports, EHCP Reports, Health Care Review Reports and assessments).
5. Ability to lead the class team and supervise, organise, and deploy work of other members of staff/volunteers and to oversee and monitor the outcomes.
6. An ability to implement and embed the programmes provided by the multi-professional team including use of individual communication aids.
7. An ability to produce, manage and implement behaviour support plans and manual handling and positioning programmes in liaison with the lead professionals for these areas.
8. Willingness to attend and act on training courses as required by the School Leadership Team e.g. TEACCH, PECS, Team Teach and Makaton and sometimes to lead in-service training.
9. Knowledge of and ability to lead specific areas of the curriculum. Please note: Curriculum leader roles are negotiable but initially candidates will be expected to develop areas currently available.
10. Ability to facilitate the interaction between Strathmore pupils and learners from mainstream schools and promote an inclusive partnership.
11. Ability to reflect on own effectiveness and address own professional development.
12. An ability to work collaboratively with and promote the role of parents and carers.
13. Ability to work collaboratively within a multi-professional team, with colleagues across Strathmore, across the Trust and with community stakeholders.
14. An ability to investigate, plan and implement educational visits and out of classroom activities including community and residential visits. This will include undertaking risk assessments and organising staffing levels and transport issues relating to this.
15. An ability to adhere to and contribute towards the development of school policies and the school development priorities.
16. A willingness to contribute to all aspects of school life and have a flexible, adaptable approach to work.

Candidates must address each and every point of the Person Specification in their Supporting Statement. **Failure to address any or all points may result in the application not being shortlisted for interview.**