



*The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our staff. Staff will be recruited and selected in line with safer recruitment policy and practice. The successful applicant will undertake an enhanced DBS check.*

## Job Description

### Class Teacher

**Tenable as soon as possible**

Red Gates School (Group 5) is a highly successful primary special school with excellent facilities for pupils with severe learning difficulties (SLD) and autism. There are currently 138 pupils on roll. The school has been awarded Quality Marks for Inclusion, CPD and Basic Skills.

**Post:** Class teacher (Full Time)

**Department:** EYFS, Key Stage 1 or 2

**Spine point:** Teacher pay scale + additional SEN allowances

**Reports to:** Head of Department and Headteacher

#### Main Purpose and Scope of Post

- To contribute to the planning, development and implementation of individual and specialist curriculum programmes for pupils with severe learning difficulties and autism.
- To plan, develop, coordinate and implement individual curriculum programmes for pupils and provide a holistic education programme which safeguards children and integrates their physical, academic, social and emotional need
- Provide ongoing assessments of individual pupils through the setting of Individual learning goals and Individual Care Plans
- To manage additional adults within the classroom.

The post holder is required to undertake the professional duties and responsibilities commensurate with those of a class teacher, as set out in School Teachers' Pay and conditions and Teachers Standards 2012 or documents that supersede these.



Teachers Standard	
<p><b>Set high expectation, which inspire, motivate and challenge</b></p>	<p>To share responsibility in a department for developing and maintaining high standards of teaching and learning of pupils with complex needs.</p> <p>To set tasks and expectations which challenge pupils and ensure high level of interest according to individual motivations and learning targets.</p> <p>To be responsible for delivering effective and motivating learning opportunities which allow pupils to make expected and better progress.</p>
<p><b>Plan and teach well-structured lessons</b></p>	<p>Undertake individualised planning, teaching, learning of the school curriculum to ensure the delivery is of a high standard relevant for our pupils.</p> <p>Evaluate curriculum provision for a particular class of pupils on a regular basis to ensure appropriate individual planning and delivery in relation to learning support and individual communication programmes</p> <p>Provide a broad, balanced and relevant curriculum that is modified and differentiated to meet the needs of pupils within the class group</p> <p>Support pupils that require a Total Communication environment including individual augmentative needs.</p>
<p><b>Adapt teaching to respond to the strengths and needs of all pupils</b></p>	<p>Collaborate with multi-disciplinary colleagues to ensure effective identification of barriers to learning and the strategies to appropriately overcome and differentiate for pupils with complex needs.</p> <p>Monitor, evaluate and review the effectiveness of the school's policies and priorities for pupils with complex needs.</p>
<p><b>Manage behaviour effectively to ensure a good and safe learning environment</b></p> <p><b>Manage behaviour effectively to ensure a good and safe learning environment</b></p>	<p>To support positive behaviour management approaches by monitoring that approaches encourage and reinforce appropriate behaviours.</p> <p>To ensure that pupils are supported with clear routines, consistency of approaches, clear expectations and mutual respect.</p> <p>To support in relevant behaviour and or risk assessments.</p>
<p><b>Make accurate and productive use of assessment</b></p>	<p>To undertake the assessment of pupils through effective implementation of a developed assessment framework and monitoring schedule.</p> <p>Have an overview of the achievement of all pupils in your class group and be able to clearly evidence.</p> <p>Identify relevant multidisciplinary assessments and ensure that individual support programmes, monitoring outcomes and</p>

	<p>maintaining evidenced records of progress are available.</p>
<p><b>Promote good progress and outcomes by pupils</b></p>	<p>Demonstrate through experience, sound knowledge and understanding of how pupils learn and develop.</p> <p>Under the guidance of the head of department ensure a system where assessment is evidenced, moderation is undertaken and be accountable for progress of individual pupils.</p> <p>Provide or contribute to oral and written assessments, reports and references relating to the development and learning of individual pupils and groups of pupils</p> <p>Manage teaching assistants, deploying and directing their work, identifying their training needs to ensure that all staff are able to support all pupils within the department.</p>
<p><b>Demonstrate good subject and curriculum knowledge</b></p>	<p>Maintain an up to date personal CPD plan which ensures the post holder is fully up to date with new developments in SEN education.</p> <p>Contribute to the continued professional development for all staff.</p> <p>Lead staff development as identified by your Head of Department and Senior leaders.</p>
<p><b>Fulfil wider responsibilities</b></p>	<p>Have due regard for pupils safeguarding and wellbeing in accordance with statutory / School policies.</p> <p>Leading by example, create and maintaining a positive ethos and demonstrating professional behaviour and attitudes at all times.</p> <p>Provide guidance and support to the families.</p> <p>Liaise with professional staff associated with Red Gates School.</p> <p>Leading by example, creating and maintaining a positive ethos and demonstrating professional behaviour and attitudes at all times.</p> <p>To ensure school improvement, the achievement of objectives and the educational success of the school by undertaking additional professional responsibilities as agreed at annual performance management review.</p>

<p><b>Green Statement</b></p>	<p><b>Green Statement</b></p> <p>Seeking opportunities for contributing to sustainable development of the borough, in accordance with the Council's Green Commitment. In particular, demonstrating good environmental practice (such as energy efficiency, use of sustainable materials, sustainable transport, recycling and waste reduction) in management of the service provision.</p>
<p><b>Data Protection</b></p>	<p><b>Data Protection</b></p> <p>Being aware of the Council's responsibilities under the Data Protection Act 1984 for the security, accuracy and relevance of personal data held on such systems and ensure that all administrative and financial processes comply with this.</p> <p>Maintaining client records and archive systems, in accordance with departmental procedure, policy and statutory requirements.</p>
<p><b>Confidentiality</b></p>	<p><b>Confidentiality</b></p> <p>Being expected to treat all information acquired through your employment, both formally and informally, in strict confidence. There are strict rules and protocols defining employees' access to and use of the council's databases. Any breach of these rules and protocols will be regarded as subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.</p>
<p><b>Equalities</b></p>	<p><b>Equalities</b></p> <p>The Council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and to promote its policies in their own work, to undertake any appropriate training and to challenge racism, prejudice and discrimination.</p>
<p><b>Health and Safety</b></p>	<p><b>Health and Safety</b></p> <p>Every employee is responsible for their own Health &amp; Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defectives and hazards to management.</p>
<p>The duties and responsibilities of this post may vary from time to time according to the changing needs of the pupils, change in regulations, or demands of the school.</p> <p>This job description may be reviewed at the reasonable discretion of the Headteacher in the light of those changing requirements and in consultation with the post holder.</p> <p>It is in the nature of the work of special schools that many tasks and responsibilities are unpredictable and varied. All staff are therefore expected to work in a flexible way and when occasions arise to undertake tasks not specifically covered in their job description.</p>	