Person Specification for the position of

Class Teacher

Ashton Secondary
100 Avenue End Road
Glasgow G33 3SW
Phone 0141 774 3428



Education Services of Glasgow City Council will seek to provide education and support of the highest quality for all its citizens, young and old, and will do so in a spirit of partnership and consultation.

SAVE PAPER AND SAVE TREES
Please consider the environment before printing.

Glasgow
CITY COUNCIL

Ashton Secondary School: School Profile

Ashton Secondary school is a co-educational, multi-denominational school which supports pupils with a wide range of Additional Support Needs from all over Glasgow City and some neighbouring authorities. The school is housed in purpose built accommodation with spacious grounds and adapted facilities. The school was extensively refurbished and opened in 2015 following the closure of Ashcraig Secondary and Milton Secondary. In addition to well-equipped classrooms and comprehensive teaching facilities for young people with a range of learning needs, there are practical subject areas including art, technical and home economics. The school also has a large games hall, swimming pool, outdoor learning spaces, library, multi-sensory room and open relaxation areas. All of the above is organised into 6 zones, with each reflecting a different learning purpose

Ashton currently has 90 pupils and class groups are small with a maximum of 6 or 8 pupils depending on the complexity of learning needs. Teachers have additional help provided by Support for Learning staff and all classes benefit from their assistance. Daily medical needs of pupils are supported by 3 Health and Wellbeing Assistants.

In addition to Education Staff, the school provides a base for NHS staff including Physiotherapy, Occupational Therapy, Speech and Language Therapy and Nursing and working patterns vary within each specialism.

Our Curriculum for Excellence is planned on an individual basis with programs reflecting each pupil's learning pathway, and encompassing a wide spectrum of learning needs and styles. Within both the Broad General Education and Senior Phase, teaching can be Sensory, Experiential, focussed on Communication, or developing higher order levels within a range of subjects such as English, Maths, P.E., Science, Expressive Arts, Technical, Home Economics etc. . For all our pupils, the emphasis is on supporting and encouraging individual success within a nurturing and supportive environment.

The Staff

The planned staffing for August 2017 supports a roll of 105 pupils with an initial anticipated roll of 85 which is likely to increase through the year. The management structure and staffing compliment reflect the complexity of pupil support required. Currently The Senior Management team consists of the Head Teacher and 2.6 Depute Head Teachers. There are 4.4 FTE Principal Teachers The teaching staff complement for the school Session 2017 – 2018 is 24.3 FTE.

Partnership

The school has very good links with parents and the wider community. It has an active and supportive Parent Council. The school has a particularly wide range of partnership links which provide young people with the opportunity to have new experiences and tailored activities.

Ashton Secondary is a very stimulating and rewarding environment to teach in for staff committed to the development of young people with significant support needs.

Person Specification: Class Teacher

Reports to	**Head Teacher**
Reference Number	As Advert
Grade	As Advert
Hours	As Advert
Status	As Advert
Location	As Advert
Closing Date	As Advert
Interview Date	To Be Confirmed

Duties and Responsibilities of Class Teachers

Class Teacher

Key Area	General responsibilities and duties
Teaching and learning	Responsibility to plan, deliver and assess high quality learning experiences to children to raise attainment and achievement. Responsibility to assess, record and report on the progress of children. Responsibility to actively contribute to the development and delivery of a curricular, learning support or pastoral care programme suitable to meet the needs of all pupils, as dictated by the School Improvement Plan or Authority direction.
Quality Assurance and School Improvement	Contribute to the development, promotion and implementation of the school's arrangements for self evaluation and overall school improvement. Responsible for implementation of policies within area of responsibility.
Contribution to Positive School Ethos	Contribute to and promote the development of a positive school ethos. Contribute to the development, promotion and implementation of school policy and procedures.
Implementation of Pupil Support strategies	Contribute to the development, promotion of, and implementation of school policy and procedures in relation to arrangements for supporting pupils.
Partnership Working	Promote partnership working with professional and support staff, parents, and appropriate agencies.

Any other duties as directed by the Head Teacher.

In addition, class teachers have the duties and responsibilities to carry out other such tasks and responsibilities as designated by the Head Teacher and specified under SNCT Part 2 Section 2.8.

Person Specification: Class Teacher

Subject/Stage

ESSENTIAL	DESIRABLE
Qualifications	
GTC Standard for Full Registration	Additional ASL qualifications or professional recognition. Primary qualification
Leading Learning in Glasgow	
Knowledge of and experience in applying curriculum for excellence principles and purposes.	Has experience of moderation and sharing the standards.
Ability to plan effectively across the curriculum using experiences and outcomes from curriculum for excellence.	Experience of leading innovative practices in their classroom.
Ability to provide a broad, rich and relevant curriculum including interdisciplinary learning.	Experience of engaging pupils with additional support needs
Ability to motivate and engage children through stimulating and active learning approaches.	Track record of developing innovative practice to allow all young people to access the curriculum
Demonstrates sound organisational skills and effective classroom management to support learning.	Ability to lead and work with a classroom team
Demonstrates an understanding of assessment principles and how these have been implemented in their classroom.	
Ability to employ information and communication technology to support and enhance learning and teaching.	

Person Specification: Class Teacher, cont'd

Subject/Stage

ESSENTIAL	DESIRABLE
Raising Attainment and Achievement in Glasgow	
Demonstrates commitment to raising expectations for children in their attainment and achievement particularly literacy and numeracy.	Has significantly influenced whole school developments that resulted in improved outcomes for learners.
Demonstrates commitment to training and development.	Knowledge of and commitment to major policies of Education Services in Glasgow City Council and Glasgow's priorities.
Has current knowledge of national curriculum developments and can demonstrate successful application in their classroom practice.	
Demonstrates critical reflection and evaluation of their own practice.	
Supporting Glasgow's Learners	
Demonstrates a knowledge and commitment to effective practices to include children and keep them safe.	Demonstrates experience of supporting children/young people with additional support needs.
Knowledge of and experience in applying a variety of effective strategies to promote positive behaviour.	Has experience of working with a variety of partners to support pupil learning.
Ability to plan appropriately to meet the needs of all learners.	Training in CALM methodology Training on Moving and Handling techniques
Understands the role and responsibility of the teacher in additional support legislation.	

ESSENTIAL	DESIRABLE
Working Together in Glasgow	
Ability to communicate effectively with children and colleagues and contribute to a positive school ethos.	Has experience of collegiate working in a school initiative.
Demonstrates qualities to promote positive partnership working with children, parent/carers and staff in a school community.	Has participated or led parents/carers events.
Ability to communicate effectively with parents and carers and outside agencies.	

Glasgow City Council
Education Services
City Chambers (East)
40 John Street
Glasgow G1 1JL
0141 276 9914 (option 2)
www.glasgow.gov.uk