

JOB DESCRIPTION

ASC Lead Teacher

Reporting to:	Deputy Headteacher
Responsible for:	Therapeutic Education Practitioners
Salary:	£49,979 -£53,374
Location:	TCES Nurture Primary , E16 ENR
Contract and hours:	Permanent, full-time

Job Purpose

To help establish and maintain the high quality and standards of educational provision and TCES Five Part Curriculum.

To promote the interests and ensure the safety and well-being of pupils in accordance with good practice and the policies and procedures of TCES and the School.

To represent the company positively at all times by reflecting its mission statement, core philosophy and ethos and reflecting good educational practice.

Main duties and responsibilities

Teachers are required to deliver a primary school model of education and provide direct teaching to a Nurture class.

The teacher will be responsible for coordinating the work of a team of Therapeutic Education Practitioners (Learning Mentors) as well as providing required direct teaching time to meet the needs of the class groups and pupils.

To look at our pupils holistically and to draw on a wide range of social care and teaching strategies to meet pupil needs whilst promoting interest and ensure the safety and well-being of pupils.

Differentiating curriculum delivery with a particular emphasis on Nurture approaches/teaching styles.

Delivering lessons that are pupil-focused and creative, according to an agreed timetable, including cover lessons when necessary.

Provide opportunities for pupils to experience/understand learning in a range of contexts.

Differentiating the National Curriculum to meet the needs of ASC /SEMH pupils and devising Individual Education Behaviour and Integration Plans (IEBIP) to reflect their development needs with appropriate SMART targets and actions.

Helping to identify pupils in need of specific intervention and support, in consultation with the SLT, PCC, Clinical team and Therapeutic Education Practitioners (Learning Mentors) and supporting the provision and monitoring of one to one and small group programmes to address the defined need.

Devising schemes of work, lesson plans and curricula projects to meet the above, utilising the full range of appropriate community facilities and reflecting nurture approaches.

Assessing pupils' work formatively and summatively in line with the TCES Marking Policy and tracking and reporting on pupils' progress in line with the TCES calendar.

Facilitating interventions arising from Individual Education and Behaviour Plans.

Working flexibly to meet the needs of individuals within the groups including facilitating the TCES Blended Offer of live and online teaching and learning through Microsoft Teams.

Ensuring that every pupil with whom you work is helped to understand the TCES Complaints Procedures and their right to remain free from harm.

Reinforcing behaviour management within the class in a positive manner.

Supporting pupils that display challenging behaviour in emotional regulation, understanding that behaviour is a means of communication.

Actively plan for rapid improvement in literacy and numeracy skills of all pupils.

Facilitating and encouraging a sense of responsibility.

Maintaining good personal and professional boundaries always including respecting and maintaining the confidentiality of all service users and others.

You will be responsible for the line management of the Therapeutic Education Practitioners (Learning Mentors) assigned to your class.

The line management will have the following expectations –

- To set up supervision on (at least) a half-termly basis with the Therapeutic Education Practitioners (Learning Mentors) as well as supporting the individual in their day-to-day practice and professional development.
- To be responsible for addressing any concerns expressed by the Therapeutic Education Practitioners and for the passing on of any concerns to your line manager. This includes addressing substandard performance concerns with the support of your line manager.
- To have responsibility for recording and satisfactorily addressing and passing on to your line manager any complaints as per the TCES Complaints Procedure.

Since job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities.

The post-holder is expected to observe and comply with all TCES policies and regulations, for example Code of Conduct, Safeguarding, Keeping Children Safe in Education, Health and Safety, TCES Values, Equality and Diversity etc.

PERSON SPECIFICATION

Education and Qualifications

Qualified Teacher Status (QTS) or equivalent.

SEND qualifications or training, including MAPA (D).

Knowledge and experience

Minimum of two years qualified teaching experience either in the primary or SEND sector.

Experience delivering online learning through virtual classrooms such as a VLE or MS Teams.

Experience of managing neurodiverse children with SEND especially ASC/SEMH needs and an understanding of potential implications for communication, learning and behaviour patterns.

Working knowledge of National Curriculum, KS requirements and Code of Practice for SEN.
Good knowledge and awareness of Safeguarding & Child Protection Procedures.

Good knowledge of the Ofsted Education Inspection Framework.

Experience working with a Nurture approach/according to the 6 Principles of Nurture (D).

Skills and abilities

Set and adheres to high expectations of all staff, pupils, and oneself.

Be able to offer a calm response to children with ASC and SEMH and always promote de-escalation and emotional regulation.

Prioritise workload effectively; organised with attention to detail.

Proficient in IT, including teaching online through platforms such as MS Teams.

Effective communication skills and the ability to adapt to a range of audiences, writing and keeping effective records and reports, including planning and the monitoring of pupil progress.

Support pupils in forming and sustaining effective relationships.

Differentiate the national curriculum across a primary model.

Other

Commitment to leading on safeguarding and promoting the welfare of children and young people.

Able to promote and celebrate diversity and equal opportunities.

Commitment to TCES Values.

D= Desirable

June 2025

HOW TO APPLY

To apply for this role, please complete a TCES application form available alongside this advertisement, or visit <https://www.tces.org.uk/vacancies>

Each application is shortlisted against the Job Description and Person Specification above, so please ensure you complete the application form in its entirety, providing sufficient information and a supporting statement in relation to these documents. The form is designed in line with safer recruitment practices and allows us to determine your potential suitability for the role and carry out appropriate pre-employment checks.

If shortlisted, you will be invited to interview. This will be with at least two members of Senior Management who will discuss the role in more detail and carry out an interview to assess your experience and skill set as well as your overall suitability. You may be required to undertake further tasks dependent on the role applied for.

For those candidates shortlisted, we will request references in advance of any interviews so ask that you specify on the application form (where requested) if you do not permit us to apply for these prior to offer. You must also provide appropriate qualifications and identity documents at interview to enable us to complete safer recruitment checks. These include:

- Enhanced DBS check – we can apply for one of these on your behalf if you do not have a current DBS (i.e. dated within two years or on the Update Service).
- Children's barred list check.
- Prohibited from Teaching check.
- S128 – management of an Independent School check.
- A minimum of two references, covering your last five years of employment or education history.
- Identity checks including right to work in the UK.
 - You must provide 3 documents to cover the following:
 - Photographic Identification, e.g. passport or driving licence.
 - Proof of right to work in the UK, e.g. current UK passport, UK Visa or UK Birth Certificate
 - Proof of current address, e.g. a current driving licence or bank statement / utility bill dated within three months or council tax statement dated within twelve months.

If you cannot provide documents to satisfy above, please contact the Recruitment department (by emailing: recruitment@TCES.org.uk) who will be able to advise you on other documents that can be used.

Following the interview process, the successful candidate will be offered the role subject to the outcome of the vetting checks.

We look forward to receiving your application.