

## Job description and person specification

All staff are expected to work in the spirit of conflict resolution and uphold the Quaker ethos of the school, particularly focussing on 'that of good in everyone', specifically:

- To remember at all times that all Breckenbrough students have complex needs and acute anxieties.
- To understand and empathise with the students' problems and to look for the underlying causes of misbehaviour and unhappiness.
- To consistently show tolerance, forgiveness and to build on the positives.
- To build trusting relationships with students, colleagues and parents.

## Job details

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Job title:	Teacher
Reporting to:	Assistant Headteacher (T+L)
Responsible for:	The delivery of the National Curriculum from Key Stage 3 through to Key Stage 5
Grade:	MPs +SEN 1 allowance
Date produced:	April 2022

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## Job description

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Purpose of the post:	To deliver the National Curriculum from Key Stage 3 through to Key Stage 5 and meet the individual needs of each student as detailed in their EHCP.
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Main duties and responsibilities:	To deliver quality learning experiences for students aged 9 to 19 and help them to achieve their academic potential. To differentiate learning accordingly in line with the specific needs within EHCPs. To be a member of the Academic Team and support school improvement with the quality of education.
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General requirements:	<p><b>Knowledge and understanding</b></p> <ul style="list-style-type: none"><li>• Have knowledge of and keep up to date with the National Curriculum and where appropriate, the variety of other curriculum pathways and the Agreed Syllabus for Religious Education</li><li>• Have a knowledge and experience of special educational needs, including Autism, ADHD and PDA.</li><li>• Understand how students' learning is affected by their physical, intellectual, emotional and social development</li><li>• Understand the stages of child development and make all necessary adaptations to meet these and to address the needs identified in the Statement.</li><li>• Select and make good use of IT skills for classroom and management support.</li><li>• Be familiar with the school's current systems and structures as outlined in policy documents including the Health and Safety and Child Protection Policies.</li><li>• Remain vigilant and do everything possible to safeguard young people and others from abuse of a physical, emotional, sexual, neglectful, financial or institutional nature. This includes a primary focus on the wellbeing of young people and an absolute requirement to report immediately any incident of this nature you witness, hear about or suspect.</li></ul> <p><i>All staff should read and sign the Child Protection policy (a copy of which will be kept in your personnel file). You must have a full understanding of the policy and apply it rigorously.</i></p> <ul style="list-style-type: none"><li>• Understand and know how national, local comparative and school data including National Curriculum test data can be used to set clear targets for student's achievement</li></ul>
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**Planning, teaching and class management**

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- Plan and teach in relation to the National Curriculum and the Agreed Syllabus for Religious Education with regard for the school's statement of principles and practice, own policies and schemes of work and any bespoke learning programmes in place for each student.
- Provide clear structures for lessons and for sequences of lessons, which maintain pace, motivation and challenge.
- Make effective use of assessment information on students' attainment and progress and in planning future lessons.
- Ensure effective teaching of whole classes, groups and individuals, establishing high expectations of behaviour and attainment, so that teaching objectives are met.
- Monitor and intervene when teaching to ensure sound learning and discipline and maintain a safe environment in which students feel confident and safe.
- Use a variety of teaching and learning styles to keep all students engaged, including those referenced in a student's EHCP and utilising wave 1 interventions to enable all students to access their learning.
- Be familiar with the Code of Practice and identification, assessment and support of students with special educational needs.
- Evaluate own teaching critically to improve effectiveness.

#### **Monitoring, Assessment, Recording, Reporting and Accountability**

- Assess and record each student's progress systematically with reference to the school's current practice, including the social progress of each student and use the results to inform planning
- Mark and monitor classwork and study work, providing constructive feedback and setting targets for future progress
- Provide reports on individual progress to the Senior Leadership Team, Local Authorities and parents as required
- Complete timely reporting as and when required on Schoolpod, as required by school policy

#### **Other Professional Requirements**

- Establish and maintain effective working relationships with professional colleagues, other agencies and parents
- Act as a keyworker for specific students and follow the keyworking policy and procedures applicable to this role
- Participate as required in meetings with professional colleagues, other agencies and parents in respect of the duties and responsibilities of the post
- Be aware of the need to take responsibility for your own continued professional development
- Attend staff training sessions as and when required
- All staff are expected to make sure that all the young people and colleagues have equal opportunities, to acknowledge their individual differences and uphold their rights and responsibilities as set out in law and by Breckenbrough policies.
- All staff should make suggestions on how the school can be developed, give ideas for new initiatives and contribute to the development and improvement of the school.
- All staff should be open to change and personal growth, to learn from mistakes, to instruct from knowledge and experience and to give and receive constructive criticism in good faith.
- To undertake, as and when required, any additional tasks and responsibilities as are reasonably compatible with this job description and its objectives, as requested by the Headteacher.

# Job Description and Person Specification

Job title:	Teacher
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This job is in regulated activity with vulnerable children and adults – Breckenbrough School has a duty to safeguard both its students and staff.

Person Specification	Essential	Desirable	Not required
<b>Qualifications</b>			
1. Qualified Teacher Status	√		
2. Educated to Degree level in one of the disciplines	√		
3. Educated to “A” level standard or above	√		
4. GCSE Grade C or above in English and Mathematics	√		
5. Accredited to NVQ Level 2 or 3 in Child Care			√
<b>Experience</b>			
6. Success at working with children (formally or informally)	√		
7. Success at working with children with complex needs	√		
8. People Management	√		
9. Using software applications	√		
10. Developing and delivering high quality educational experiences	√		
<b>Knowledge</b>			
11. Awareness of Quaker philosophy and ethos	√		
12. Awareness of conflict resolution	√		
13. Understanding of Autism, Attention Deficit and Hyperactivity Disorder, PDA and other common SEMH issues	√		
14. Working knowledge of School Management software		√	
15. Working knowledge of common user applications: Microsoft Office for example	√		
<b>Skills</b>			
16. The ability to solve problems	√		
17. Resilience	√		
18. Willingness and adaptability	√		
19. Drive for Results	√		
20. Team work and influencing skills	√		
21. Reflective	√		
22. Developing others and supporting professional growth	√		

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23.	Personal Effectiveness	√		
24.	Self-motivated including professional development	√		
25.	Articulate	√		
26.	Literate and numerate	√		
27.	Resolving difficulties without conflict	√		
28.	Accurate and methodical	√		
29.	Growth mindset	√		

*I understand and accept the job description as set out above:*

Employee's signature:

Date: