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Job Description: Inclusion Teacher

Location: Star International School Mirdif
Reports to: Head of Inclusion

Introduction

At Star International School Mirdif, we are proud to grow the future leaders and global citizens of tomorrow young people who will *Go Beyond* and change our world for the better. Through amazing learning experiences and personalised pathways, we ensure every member of our Star Family achieves their personal best — both inside and beyond the classroom.

The Role

The Inclusion Teacher ensures that students with additional needs and Students of Determination are accurately identified and effectively supported across the school. This includes conducting observations of students, identifying barriers to learning, implementing strategies and provisions, creating and reviewing Individual Education Plans (IEPs), delivering targeted interventions, collaborating with staff and families, and modelling inclusive practice. The Inclusion Teacher helps ensure all learners experience success, challenge, and a strong sense of belonging.

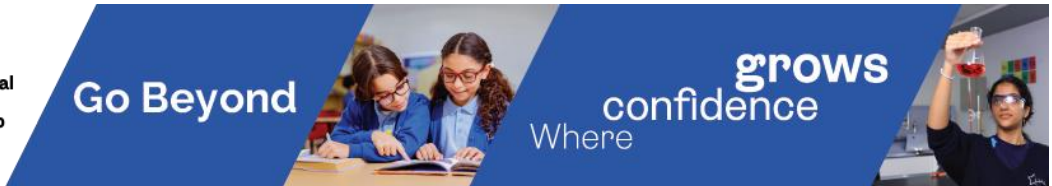
Key Responsibilities

Teaching & Learning

- Deliver high-quality, inclusive teaching that meets the needs of learners with SEND, EAL needs, and exceptional abilities.
- Plan lessons that consider and respect individual learning needs, preferences, strengths, and access requirements.
- Use strong pedagogical knowledge and inclusive strategies to engage, motivate, and challenge students.
- Use ICT and educational technologies to enhance accessibility and learning for all.
- Promote independence, confidence, and self-regulation in students.

Assessment, Observation & Progress

- Conduct classroom observations to understand student needs, behaviours, and learning profiles.
- Identify barriers to learning and recommend strategies, provisions, or adjustments.
- Assess, record, and report on student progress within the Inclusion Register.
- Contribute to written and verbal assessments, reports, and student reviews.



- Support students in setting individual targets and provide ongoing feedback to guide next steps.
- Maintain accurate, detailed records of academic, social, behavioural, and pastoral needs for students on the Inclusion Register.

Inclusion, IEPs & Intervention

- Develop, implement, and review IEPs in collaboration with teachers, LSAs, specialists, and families.
- Work with students individually or in small groups to deliver targeted interventions aimed at accelerating progress.
- Model excellent inclusive practice and coach colleagues and LSAs on effective strategies.
- Review and update school systems, documentation, and internal processes with Students of Determination in mind.
- Contribute to the strategic development of inclusive provision across the school.
- Provide cover when necessary (expected to be rare).

Collaboration, Training & Community

- Work closely with teachers, LSAs, the Inclusion Team, and other key staff to ensure consistent support for students.
- Communicate professionally and regularly with parents about progress, concerns, and support strategies.
- Support ILSA training and the ongoing professional development of classroom teams.
- Lead or contribute to Inclusion Parent Workshops to strengthen home–school partnerships.
- Engage actively and positively in team meetings, planning discussions, and school development work.
- Support school initiatives that promote wellbeing, research-informed teaching, and high-impact inclusive strategies.

Curriculum & School Development

- Assist in designing and refining curriculum materials, teaching frameworks, assessments, and inclusive provision.
- Ensure UAE heritage and culture are embedded within the curriculum and learning experiences.
- Contribute to enrichment activities that enhance the educational experience for all learners.

Behaviour, Safeguarding & Wellbeing

- Promote and model a culture of respect, equality, kindness, and high expectations.
- Support fair, consistent behaviour systems and use proactive approaches to build positive relationships.
- Protect students from all forms of abuse, discrimination, and bullying, following safeguarding procedures at all times.
- Support student wellbeing and regulation through trauma-informed and inclusive strategies.

Health & Safety

- Promote safe practices in all learning environments.
- Take reasonable measures to ensure the safety of students, resources, and facilities.
- Follow all school policies related to conduct, safeguarding, health, safety, and student welfare.

Professional Development

- Take responsibility for maintaining a strong understanding of inclusive education practices.
- Engage in relevant training and professional development opportunities.
- Contribute to a culture of shared learning across the school by modelling and discussing inclusive approaches.

Skills, Qualifications and Experience

Education: Relevant UK teaching qualification: minimum of a Bed. or BA/BSc + PGCE/QTS

Experience: Min of 2 years as an inclusion teacher in a British school either internationally or in the UK.

Competencies:

- Excellent working knowledge of the UK Curriculum and the latest UK practice
- Excellent IT skills, communication skills, and command of the English language, in spoken and written form
- A collaborative team-player with excellent personal skills.
- Classroom and behaviour management

Attributes:

- Collaborative team player, empathetic listener
- Integrity and confidentiality
- Internationally minded
- Emotional intelligence
- Intercultural awareness, creative
- Online and classroom teaching experience

- Flexible and a can-do attitude

ISP Principles

- **Begin with our children and students.** Our children and students are at the heart of what we do. Simply, their success is our success. Wellbeing and safety are both essential for learners and learning. Therefore, we are consistent in identifying potential safeguarding issues and acting and following up on all concerns appropriately.
- **Treat everyone with care and respect.** We look after one another, embrace similarities and differences and promote the well-being of self and others.
- **Operate effectively.** We focus relentlessly on the things that are most important and will make the most difference. We apply school policies and procedures and embody the shared ideas of our community.
- **Learn continuously.** Getting better is what drives us. We positively engage with personal and professional development and school improvement.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

Commitment to Safeguarding Principles
Star International school and ISP are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to appropriate vetting procedures and satisfactory Criminal Background Checks or equivalent covering the previous 10 years' employment history.

Commitment to Diversity, Equity, Inclusion, and Belonging
Star International school and ISP are committed to strengthening our inclusive culture by identifying, hiring, developing, and retaining high-performing teammates regardless of age, disability status, socio-economic background or other demographic characteristics. Candidates who share our vision and principles and are interested in contributing to the success of ISP through this role are strongly encouraged to apply.