



Job Description

Job Title:	Teacher
Reporting to:	Head of Education
Location:	Aurora Hedgeway School

Main Purpose

To deliver high quality teaching and learning to children and young people with autism and complex needs such as ADHD, OCD and PDA, who may present with challenging behaviours associated with their autism. Some pupils may have multiple learning difficulties. To operate as English subject lead and take on middle leaders' responsibilities.

Key Accountabilities

- Be responsible for the high quality of teaching and learning of all pupils who are assigned to the post holder, having responsibility for their progress, welfare and outcomes.
- Supervise the work of any support staff, who are assigned to work with the post holder's pupils.
- To have an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which teachers work.
- To take responsibility for implementing school policies and practice, including those relating to safeguarding and equality of opportunity.
- Provide leadership across the school in a designated subject or curriculum area, this to include:
 - monitoring quality and standards
 - contributing to school planning and self-evaluation
 - providing professional support to other teachers and support staff – advising the Head of Education on appropriate resources and materials – leading appropriate professional development.
- To implement the aims of the school.
- To lead on English across KS2/KS3/KS4

Key Duties



- To contribute to the delivery and development of the curriculum, having regard to the educational, physical, and social needs of the students within a learning environment.
- To work collaboratively with other members of staff as part of a multi-disciplinary team.
- To maintain and use short-, medium- and long-term plans in delivering the curriculum.
- To set, monitor and review personalised targets that will optimise learning for everyone.
- To monitor, assess, review and report on the progress and work of students to parents, team members, senior staff, examination, and funding bodies through reports and identified meetings as directed and as is required through school policies and procedures.
- To maintain knowledge through training and research where appropriate and take responsibility for own professional development.
- To develop lesson plans analysing and self-reflecting on the outcomes.
- To attend and contribute to all relevant meetings and maintain good lines of communication with other staff.
- To contribute to the review of Statements and EHC plans, PEP and LAC reviews.
- To provide clear structures for lessons maintaining pace, motivation and challenge.
- To assist in the development of the curriculum offer.
- To establish effective working relationships and set a good example through presentation and personal and professional conduct.
- To take account of wider curriculum developments.

- To liaise effectively with parents/carers.
- To liaise effectively with outside agencies and other professionals.
- To maintain an overall awareness of current issues in the field of autism in order to be able to plan for effective teaching and learning.
- To manage a delegated budget as required.
- To work in a non-confrontational way to ensure individual needs are met.
- To appropriately manage challenging behaviours within the school policy and procedures.

Knowledge, Skills and Experience

Additional Information

As part of the Aurora Group everyone is:

- expected at all times to behave and act in a way which promotes and contributes to the overall aims, values and ethos of the Company.
- required to participate in regular training and other learning activities, and in supervision, appraisal and development as required by the Company's policies and procedures
- required to participate in any relevant current and new legislative and regulatory activities as may occur from time to time

Knowledge

- Working knowledge of ASD students with complex needs.
- Evidence of sound knowledge of the national curriculum.
- Knowledge, understanding and experience of autism and associated co-morbid conditions and how these can affect learning.
- Curriculum development and implementation for pupils with SEN and in particular autism.

Skills

- Ability to work as part of a multi-disciplinary team.
- Good teaching and communication skills, both written and verbal.
- Effective skills in planning, preparation, recording and reviewing students' progress.
- Good IT skills and understand of how IT can be used to support learning.
- Ability to remain calm and reflective when working in a challenging environment.
- Proven ability to work on own initiative, be well organised, prioritise effectively and achieve results against deadlines.
- Ability to engage pupils in positive enabling relationships.

Experience •

Essen

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- PGCE, Qualified Teacher Status or equivalent teaching qualification and evidence of in-service training.
- Desirable:
 - Postgraduate diploma in Autism
 - Experience of working in a special school environment and in particular with pupils with autism.
- Experience of successfully delivering a differentiated curriculum to pupils with a wide range of needs.

Requirements of Role

- **The school site is not easily accessible by public transport so the ability to drive is necessary. Staff are also required at times to transport pupils to activities**

- required, through personal example and clear action, to demonstrate commitment to equality and diversity ensuring equality of access and treatment in employment and service delivery to all.
- Required to promote The Aurora Group's Health and Safety at Work Policy and Procedure and ensure these are implemented effectively.
- The Aurora Group takes seriously its responsibility for safeguarding and is committed to safeguarding and promoting the welfare of children and young adults. Therefore, everyone employed by the Aurora Group is expected to share this and act accordingly by applying organisations policies and procedures and attending regular safeguarding training.

This job description sets out a summary of the key features of the role. It is not intended to be exhaustive and will be reviewed and amended periodically to ensure it remains appropriate for the role.