

INVICTUS

Education Trust

CANDIDATE INFORMATION PACK



Learn with **us**, Work with **us**, Belong with **us**!

Job Description

JOB TITLE:	SEMH TEACHER
DEPARTMENT:	Leasowes High School
GRADE:	MPR/UPR
REPORTING TO:	DIRECTOR OF AP
RESPONSIBLE FOR:	In line with organisational structure
LIASING WITH:	Other members of the Faculty/Trust, AP Senior Leadership Team, teaching/professional services staff, external agencies and parents/carers

Main Purpose

To teach small classes of young people in Key Stage 3 and Key Stage 4 placed in our internal alternative provisions. Participate in the development of appropriate schemes of work, including syllabi, materials, and teaching strategies, in line with the National Curriculum, departmental schemes of work, and the school's aims and objectives.

As a class teacher, promote the general progress and well-being of individual pupils, classes, or other groups of pupils assigned, principally, but not exclusively, through the teaching. Subject teachers are expected to meet the Teacher Standards at a level that reflects their experience.

Main Duties

- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for small groups of vulnerable students and support a designated curriculum area as appropriate.
- Provide high quality teaching and learning within the subject area.
- Maintain high expectations and standards in classroom practice.
- Maintain order and discipline while promoting restorative practices.
- Show commitment to continuous improvement in teaching and learning and the development of effective approaches.
- Monitor and support the overall progress and development of students as a Teacher and/or Population leader.
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential, and which meets their individual needs.
- Contribute to raising standards of student attainment.
- Share and support the AP team's responsibility to provide and monitor opportunities for personal and academic growth.
- Show all students that they are valued.



Mission

'Excellence every day,
unlimited ambition and
transforming lives'



Vision

'To create a community of inclusive schools where
people choose to learn with us, work with us
and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

- Contribute to strategies for addressing barriers to learning that may prevent students from achieving their potential or attending school
- Promote and safeguard the welfare of children and young persons you are responsible for, or come into contact with.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To contribute to the promotion of equal opportunities and celebration of diversity in all aspects of the work of the school.
- Actively assist in the development of appropriate syllabuses, resources, schemes of work/learning, marking policies, assessments and learning and teaching strategies in the subject area and take responsibility for writing sections of these.
- Create and develop Learning Plans and timetables for pupils to access alternative education provision.
- Contribute to the Faculty's development plan and its implementation.
- Plan, prepare and deliver high quality courses and lessons which will provide a positive learning experience for students.
- Contribute to the AP planning activities.
- Actively contribute to the delivery of the whole school attainment targets.
- To set homework regularly, to consolidate and extend learning and to encourage students to take responsibility for their own learning.
- To contribute towards the implementation of IEPs as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets

Curriculum Provision

- Plan, design and deliver an innovative curriculum focussed on the complex needs of students accessing alternative provision.
- Assist members of the Leadership Group responsible for teaching, learning and assessment to ensure that the curriculum area provides a range of teaching and learning opportunities, which complement strategic objectives.
- Take part in the process of curriculum development and change to ensure the continued relevance to the needs of students and examining and awarding bodies' requirements.

Staffing and Development

- Take part in staff development programmes by participating in arrangements for further training and professional development.
- To take personal responsibility for personal and professional development in the relevant areas including thorough and up to date subject knowledge and research and developments in pedagogy.
- Engage actively in the Appraisal process.
- Ensure the effective/efficient deployment of classroom support



Mission

'Excellence every day,
unlimited ambition and
transforming lives'



Vision

'To create a community of inclusive schools where
people choose to learn with us, work with us
and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

- Work as a member of a designated team and contribute positively to effective working relations with staff and students within alternative provision settings.
- Provide cover for absent colleagues between both of our campuses, as is reasonable, fair and equitable

Self Evaluation

- Contribute to the process of monitoring and evaluating the curriculum area/department in line with agreed procedures, including evaluation against quality standards and performance criteria.
- Review from time-to-time methods of learning and teaching and programmes of learning.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and student support functions of the provision.
- Actively participate in the assessment, recording and reporting process including target setting and target setting days.
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.

Management Information

- Maintain appropriate records and provide relevant accurate and up-to-date information for the school's Information Management System.
- Record details of interventions with students/families and the associated impact.
- Complete the relevant documentation to assist in assessing students' achievements.
- Track student progress and use this information, along with knowledge of students' targets, to inform teaching and learning, adjust planning and guide intervention.
- Communicate effectively with the parents/carers of students.
- Where appropriate, communicate and co-operate with persons or bodies outside the school.
- Follow agreed procedures for communications in the school.
- To respond to requests and anxieties of parents in association with the AP learning manager. To assist with distribution and collection of home-school communications and for money collection.
- Communicate any progress measure or commentary to local authority partners or commissioners as requested.
- Take part in marketing and liaison activities such as Open Evenings Parents Evenings, Rewards Evenings, Information Evenings and liaison events with partner schools.
- Contribute to the development of effective subject links with external agencies.
- Be constantly aware of the school profile in the local community and enhance this wherever possible.
- Support the development of a positive rapport with students by a willingness to take part in outdoor and enrichment activities.
- Support the AP Learning Manager in ensuring that the curriculum area provides an exciting, stimulating and informative environment for learning.
- Assist the AP Learning Manager in identifying resource needs and contribute to the efficient/effective use of resources.



Mission

'Excellence every day,
unlimited ambition and
transforming lives'



Vision

'To create a community of inclusive schools where
people choose to learn with us, work with us
and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit, faculty and students.

Student Support

- Promote the personal development, general progress and well-being of individual students and of all students in provision.
- Be a population lead to an assigned group of vulnerable students.
- Act as an academic mentor to students as requested.
- Register students, accompany them to assemblies, encourage their full attendance at school, at all lessons and their participation in other aspects of school life.
- Actively participate in identifying and celebrating student achievement.
- Evaluate and monitor the progress of students through their targets and their personal profiles and keep up-to-date student records as may be required.
- Contribute to the preparation of reports, progress reviews and other reports.
- Alert the appropriate staff to problems experienced by students and make recommendations as to how these may be resolved.
- Plan and deliver lessons which meet the needs of individual students through appropriate differentiation, liaising as appropriate with teaching and/or AP practitioners and SEN staff. Reassess and adapt where required.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To promote and engage in restorative practices and avoid punitive responses.
- Apply the AP Positive Conduct policy and reward systems so that effective learning can take place.
- Record any safeguarding concerns in a timely manner.
- Be a role model to students through personal presentation and professional conduct.

Other Duties

- Play a full part in the life of the Trust community, to support its vision, mission and values
- Be an ambassador of the Invictus ethos and to encourage and ensure staff and students follow this example.
- Undertake supervision duties as required.
- Be courteous to colleagues and be welcoming to visitors
- Comply with the Trust's Health and Safety Policy and undertake risk assessments as appropriate

Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to carry out any reasonable request to undertake work of a similar level that is not specified in this job description. This job description is current at the date shown but following consultation may be changed to reflect or anticipate changes in the job which are commensurate with the job title and salary.



Mission

'Excellence every day,
unlimited ambition and
transforming lives'



Vision

'To create a community of inclusive schools where
people choose to learn with us, work with us
and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

Support For The Trust

- To take a full part in promoting the good name of the Trust and contributing positively to the overall ethos/work/aims of the Trust
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security confidentiality and data protection
- Comply with the Trust's dress code
- Attend and participate in meetings as required
- Participate in training, other learning activities and appraisal as required
- Recognise own strengths and areas of expertise and use those to advise and support others
- It is the responsibility of all adults employed by Invictus Education Trust to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children or young people.

Safeguarding Requirements

We are deeply committed to safeguarding and promoting the welfare of Children and expect all Staff and Volunteers to share this commitment. All necessary Safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertake can be found at: [Keeping Children Safe in Education, 2024](#)

This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children's Barred List Check.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website:

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>.

Positions at the school are exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to a post will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). DBS Filtering guidance can be found on the GOV.UK website.

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>



Mission

'Excellence every day,
unlimited ambition and
transforming lives'



Vision

'To create a community of inclusive schools where
people choose to learn with us, work with us
and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

Person Specification

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<p>Qualified Teacher Status (QTS)</p> <p>An honours degree in relevant subject</p>	<p>A commitment to continued professional development and recent further recognised Middle Leadership training (NPML or equivalent – Excellence in Education etc)</p> <p>An ability to teach across a skills based curriculum at KS3</p>
EXPERIENCE	<p>Successful Experience of subject / Key Stage /</p> <p>Familiarity with current national strategies</p> <p>Ability to use and promote a range of teaching & learning strategies</p> <p>Successful track history of good / outstanding teaching experience</p>	<p>A deep commitment to restorative practice and a trauma informed approach to behaviour management</p>
SKILLS AND KNOWLEDGE	<p>Knowledge and understanding of the National Curriculum requirements across Key Stage 3 and 4</p> <p>Awareness of the strategies available for improving the learning and achievement of students who are underperforming at any ability level or stage.</p> <p>A good understanding of curriculum developments in the specific subject area</p> <p>A good approach to supporting the welfare and achievement of students</p> <p>Ability to plan and deliver schemes of work to match the needs of learners</p> <p>An understanding of how assessment for learning can improve student performance</p>	



Mission

'Excellence every day, unlimited ambition and transforming lives'



Vision

'To create a community of inclusive schools where people choose to learn with us, work with us and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

	<p>A confident and competent user of ICT Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning</p> <p>Ability to use student level data to raise standards</p> <p>Ability to communicate both orally and in writing to students and their parents/guardians</p> <p>Ability to demonstrate a commitment to equality of opportunity for all students</p> <p>Ability to create a stimulating and safe learning environment for all students by:</p> <ul style="list-style-type: none"> • Establishing high expectations • Implementing effective classroom management and organisation <p>To have an inclusive teaching style and to be able to successfully to teach all ability groups, meeting the needs of all students including those with SEN.</p> <p>To have a thoroughly up to date knowledge of the delivery and assessment of subject specifications and National Curriculum</p>	
PERSONAL QUALITIES	<p>Enthusiasm and a positive outlook</p> <p>The ability to work independently and collaboratively as a member of a team</p> <p>The ability to lead and motivate colleagues</p> <p>Creativity in problem solving, together with a willingness to take on or try new approaches and ideas</p> <p>A positive attitude towards professional development and their own learning</p> <p>Reliability and integrity</p> <p>Excellent personal organisation</p>	
FLEXIBILITY	<p>To work flexibly to meet the needs of the Trust and its educational establishments.</p> <p>Can be required to work in any location within the Trust</p>	



Mission

'Excellence every day, unlimited ambition and transforming lives'



Vision

'To create a community of inclusive schools where people choose to learn with us, work with us and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships