

Dyslexia Teacher - Level 5/Level 7

Harris Academy Clapham

MPS - UPS (Inner London)

Harris Wellbeing Cash Plan + Additional Harris Benefits



Job Purpose

- To provide high-quality individual assessment and intervention for learners with specific learning difficulties, including dyslexia and dyspraxia.
- To use professional judgement and training expertise to support with the accurate identification of students for dyslexia/word level interventions
- To plan, prepare and deliver high quality intervention lessons for individuals and small groups with dyslexia and/or word level needs
- To set ambitious targets and outcomes for student learning and structure the intervention to enable students to achieve these targets/outcomes
- To closely and regularly review progress of students attending dyslexia/word level interventions, providing individual reports to parents/carers and keeping the Academy Assess Plan Do Review spreadsheet up-to-date at all times.
- To track attendance to timetabled lessons, following up any absences.
- To be familiar with and advise on relevant assistive technology for students on case load and with a dyslexic profile.
- To advise on Quality First Teaching strategies and relevant strategies for Student SEN Profiles/Personal Learning Passports for students on case load.
- To contribute to EHC Needs assessment applications and Annual Reviews, as appropriate.
- To be qualified to undertake access arrangements assessments and applications
- To provide whole Academy training so that staff know how to make their classroom a dyslexia friendly classroom and are aware of student need and are able to plan for these needs within the curriculum
- To plan and organize activities to celebrate dyslexia awareness week at the academy
- To stay abreast of the latest educational research and teaching with regard to Dyslexia and have an in depth knowledge of dyslexia.
- To maintain a stimulating and vibrant classroom environment
- To support staff undertaking Level 5 or 7 dyslexia specialist training, providing coaching and supervision.
- To write twice yearly individual student and Academy impact reports.

Reporting to: Secondary SEN Consultant

Liaising With: SENCOs, Academy Staff and Parents

Disclosure Level: Enhanced CRB

Main Areas of Responsibility

Operational/Strategic Planning

- To be responsible for the development and delivery of ambitious and appropriate programmes of work, resources and teaching strategies for dyslexia and word level interventions
- To proactively work within the Assess, Plan, Do, Review cycle of the SEN Code of Practice 2015.
- To ensure that students with identified dyslexia/word level needs are receiving appropriate high quality interventions
- To ensure that the skills students are developing in interventions are transferred into learning within the curriculum.
- To advise on matters relating to dyslexia and word level difficulties
- To lead on Academy dyslexia friendly culture

Curriculum provision:

- To develop and lead appropriate interventions to address dyslexic and word level needs across the Academy
- To disseminate good practice in learning support and SEN across the designated Academy, with particular reference to dyslexia.
- To advise on and contribute to all classrooms being dyslexia friendly at the Academy

Quality Assurance

- To help to implement Academy quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of students and use information to inform teaching and learning.

Communications

- To communicate effectively with the parents of students as appropriate following agreed policies.
- Where appropriate, to communicate and co-operate with persons or bodies outside the Academy.
- To attend all appropriate meetings.

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To liaise with the SENCO to identify needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, subject area and the students.

Pastoral System

- To apply the Behaviour Management systems consistently so that effective learning can take place.
- To promote the general progress and well-being of individual students and of the form tutor group as a whole.
- To liaise with the Faculty Coordinators and Faculty Directors to ensure the implementation of the Academy's Pastoral System

Teaching

- To undertake an appropriate programme of teaching in liaison with the Secondary SEN Consultant and Academy SENCO
- To teach students according to their educational needs
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and Academy subject specialism(s) are reflected in the teaching/learning experience of students.
- To ensure a high quality learning experience for students which meets internal and external quality standards in line with teaching and learning policy
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, the subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

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. The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010). Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.



Person Specification

Teacher	Essential	Desirable
Qualifications	• University graduate (Good Honours degree) • Postgraduate teaching qualification • Level 7 Dyslexia Qualification • Level 5 Dyslexia Qualification	Further training, including In-Service Training 2 years Level 7 post qualifying experience
Knowledge and Understanding of the Curriculum	• In depth knowledge and understanding of dyslexia • Understand phonics and learning how to read/spell • SEN specialist with clear ability/experience in Dyslexia/literacy teaching and interventions • Understanding of theory/practice of effective teaching and learning for students who have SEND, in particular SPLD • Working knowledge of the SEND Code of Practice 2015 and Assess Plan Do Review. • Knowledge of national curriculum requirements at KS3/KS4 • Understanding of the importance of having high expectations for all students, both of behavior and academic achievement. • Understanding of inclusive practices which offer equality of access to the curriculum for all • Knowledge and experience of writing lesson plans, developing resources and assessing students work •	
Teaching Experience	• Evidence of on-going successful specialist dyslexia teaching experience • Evidence of consistently good teaching and learning • The ability to use ICT effectively to engage students • An understanding of how to use specialist assessments to inform planning for good teaching and learning • The ability to differentiate materials to meet the needs of learners • Evidence of pastoral experience • An interest in the wider curriculum	
Leadership/Management	• Evidence of good classroom management skills • Experience of writing and/or delivering INSET in relation to SEN and/or dyslexia	Evidence of supporting the transference of skills developed in interventions within the wider curriculum Evidence of or willingness to lead on developing a dyslexia friendly culture within the classroom and/or school

Evidence of or willingness to provide coaching/supervision to colleagues undertaking dyslexia qualification training

- Personal Qualities**
- The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff
 - Excellent time management skills and the ability to prioritise and meet deadlines under pressure
 - A desire to make a difference to the lives of young people
 - To work proactively within the ethos of the Academy
 - A passion for SEN
 - An excellent attendance record
 - Excellent written and oral communication skills
 - Committed to teaching and a willingness to continue to learn through professional development

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- 1) Equal Opportunities
- 2) Health and Safety
- 3) General Data Protection Regulations (2018)
- 4) Safeguarding children

HOW TO APPLY

Please refer to the advert on our online website to apply. For a confidential discussion about this post with the Principal or for more information, please contact the academy on 0204 513 9350 or info@harrisclapham.org.uk

BEFORE YOU START YOUR APPLICATION

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

HELP AND SUPPORT

For our Help and Support completing your application, visit www.harriscareers.org.uk

SAFEGUARDING NOTICE

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.