

WITHERSLACK GROUP

JOB DESCRIPTION AND PERSON SPECIFICATION

POST TITLE : Teacher

YOU'LL WORK TOGETHER WITH: all of your school's other Teachers, Key Stage Co-Ordinators, senior leaders and the Pastoral Team.

YOU'LL BE GUIDED BY: the Deputy Head and, of course, the Head Teacher. Most importantly, you'll be comfortable working within our agreed teaching polices and towards the vision set out by your Head Teacher.

OVERALL RESPONSIBILITIES

As a teacher at the Witherslack Group, you'll play one of the most vital roles in the development of our young people. That will include:

- Providing an outstanding learning journey for our young people and adapting your delivery to meet needs of our individual young people's needs
- Making sure your teaching environment is never anything but calm, safe and conducive to learning
- Realising our commitment to educating 'the whole child' and promote emotional well-being
- Getting to know Witherslack Group philosophy and policies inside out, so that you're able to implement them in everything you do
- Ensuring confidentiality is maintained as a matter of course and principle

CURRICULUM

Each of our young person's set of needs require an individual approach. This is going to be an investigative role for you, that's all about learning what each pupil is particularly interested in and how they learn and are motivated. Then channeling those factors into the way you teach each of the subjects so that every pupil gets the most out of them. Ensuring there's no finer learning environment for our young people will mean:

- Planning, preparing, evaluating and reviewing learning programmes to make sure they not only reflect sound practice but enable physical, emotional, social, cultural and moral development in equal measure
- Teaching both individual pupils and small groups, reviewing lessons, learning styles and teaching approach as you go along – all in accordance with school policy
- Helping pupils prepare for public exams and assessing their abilities and needs so that they can achieve the highest levels possible
- Taking part in the arrangements for pupil presentations and supervision during exams
- Supervising and, wherever possible, teaching any pupils whose usual Teacher isn't able to come into work
- Reviewing curriculum and school activities to ensure they play a vital part in our young people's development
- Acting as a faculty coordinator; putting together, evaluating and developing plans for the entire group of subjects.

PUPILS

If there's one thing that makes a great Teacher, it's the ability to connect with pupils. In your role, you'll:

- Establish the kind of relationships that build confidence, trust, understanding and mutual respect as our young people navigate through the years
- Be a true role model in everything that you do
- Set reasonably challenging demands that enable our pupils to develop not just their learning abilities but their self-esteem, independence and resilience too
- Give carefully constructed feedback that helps pupils to understand their progress and how to work towards achievements
- Encourage pupils to behave in ways that will help them in the wider world, by maintaining good order as well as safeguarding them
- Familiarise yourself with the behavioural approaches that work best for certain pupils as well as with the school's Behaviour Management Policy
- Give each and every pupil a level of guidance and counselling that feeds their personal, social and educational development
- Take your share of responsibility for break time supervision and make sure you take part in all the related admin of break times, including managing and supporting other teachers and school resources
- Make sure you're always mindful of problems that might arise, and use your brilliant communication and all the resources available to you to alleviate challenging circumstances.
- Put together profiles that help other professionals understand each pupil's educational, personal and social needs

STAFF GROUP

Building the best possible working relationships is an important part of your role here. We're going to look to you to:

- Be clear and impartial when you communicate with other team members
- Take part in the Group's Staff Development Programme alongside your colleagues
- Come along to, and take part in, multi-disciplinary and school meetings, as well as keeping up your pace and drive on inset days
- Give a genuine, focused and hardworking level of support to your colleagues. Safe in the knowledge that, here at Witherslack Group, they'll do the same for you.

ASSESSMENT, RECORDING AND REPORTING

Making sure we properly assess and report on our pupils' development is vital in helping them to secure a bright future. So you'll:

- Use all the mechanisms at your disposal within the school to assess the emotional well-being, learning and behaviours of our pupils
- Keeping detailed records of your assessments
- Prepare insightful and well-written reports for Statutory Annual Reviews and, when needed, other meetings too.

RESOURCES

Our schools are filled with outstanding resources that make Witherslack Group schools some of the best environments in which to teach. So we'll expect you to:

- Be aware of those resources and make effective use of them, whenever and wherever possible and appropriate
- Stay up-to-date on safe working practices and keep a keen eye on Health & Safety in particular

- Work closely with the Senior Leadership Team and other teachers on preparing and developing everything from courses and materials to teaching and assessment methods.

GENERAL DUTIES

In addition, there will, of course, be all the day-to-day activities you'd expect of any demanding teaching role. So we'll expect you to:

- Do your absolute utmost to safeguard pupils and ensure their welfare, always being mindful of our set of policies and procedures
- Help us arrange and prepare for any performance appraisals we might undertake
- Review your teaching methods regularly, not to mention your programmes of work, with the Head Teacher to help hone your activity
- Do whatever you can, within the boundaries of policy, to ensure that you're a real asset to the Head Teacher and perform all reasonable tasks

SAFEGUARDING

This post is, as you'd rightly expect, subject to an Enhanced DBS Check.

Here at Witherslack Group, we're committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we'll carry out all the necessary checks to ensure you don't pose any risk of harm in your role here.

Join us and you'll be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy. If ever there's a concern or issue, you'll be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead. In our Children's Homes, whenever those people are not available, you would report to the senior on duty.

REVIEW

The nature of this role means that this job description will be subject to an annual review with the potential for amendment or modification at any time after consultation directly with you, the Teacher. It by no means acts as a comprehensive statement of procedures and is just a way of setting out all the main expectations we'll have of you, here in the role as you deliver an impassioned and truly caring experience to our young people.

ACKNOWLEDGEMENT

Employee Signature.....
 (Print Name)..... Date

Manager Signature.....
 (Print Name) Date

Person Specification for role of: Teacher

	Essential	Desirable
Experience	You'll have previous teaching experience with pupils of the same age range as the role you applying for.	You don't necessarily need previous experience working with Children's with SEMH, but it would be advantageous – if you've got that extra drive and passion when it comes to addressing individuals' educational needs, that's what's important. Experience in a residential setting would be helpful.
Education/Training/Qualifications	You will have fully qualified Teacher status.	Specialist qualification in special education would be an advantage.
Specialist Knowledge	Excellent subject/Key Stage knowledge and able to confidently deliver a differentiating curriculum, with the flexibility to deliver to <i>all</i> ability levels.	Knowledge of SEN, EBD and ADHD, Statements and 'looked after' process would all help you in this role. All the better if you have a Special Education qualification.
Skills – Disposition	Great communication skills and the ability to take a team approach in a range of areas, including challenging behaviour management.	Able to differentiate work.
Working Arrangements/Physical Requirements	A high level of professionalism is needed along with emotional resilience and physical fitness for those more testing days where Restrictive Physical Interventions are required. You'll be an excellent communicator and true team player who enjoys collaboration. You must be happy to undertake training courses from time to time out of hours.	

