

Aurora

Job Description

Job Title:	Teacher
Reporting to:	Head Teacher
Department/Location:	Aurora Cedars

Main Purpose

To provide high quality, challenging and differentiated educational activities and experiences through the teaching of a broad and balanced curriculum.
To foster a culture that promotes excellence, equality and high expectations of all students and educational support staff.

Key Accountabilities

- To deliver the curriculum as prescribed by the schools schemes of work.
- To be an excellent classroom practitioner.
- To effectively plan lessons that are stimulating, relevant and well-structured to a wide range of abilities and communication needs to ensure all students are able to participate and reach their full potential.
- To ensure that all learning equipment is in good order and available for the delivery of lessons
- To organise a person centred learning environment allowing students to take ownership of their learning and ambitions.
- To participate in all relevant training required to ensure your continuous professional development.
- To have line management responsibility for a team of educational support staff and associated delivery of training in a range of classroom tasks they will be required to undertake.
- To promote and follow the School's behaviour management policy.
- To work collaboratively with parents, carers and families, providing a welcoming positive atmosphere.

Key Duties

Strategic Direction and Development of the School:

- To work with the Head Teacher and other members of the leadership team to ensure the successful delivery of the vision, ethos, aims and objectives of the School.
- To deliver the ethos of the school and the educational vision and direction which enables effective teaching and support, successful learning and achievement by students and sustained improvement in their spiritual, moral, social, cultural, mental and physical well-being in preparation for the opportunities, responsibilities and experiences of adult life.
- To support the Senior Leadership Team in securing the commitment of parents, carers, stakeholders and the wider community to the vision and direction of the school.

Teaching and Learning:

- To deliver effective teaching and learning and monitor and evaluate the quality of teaching support and standards of students' achievement, using benchmarks and setting targets for improvement.
- To monitor, evaluate and review practice in the classroom and implement strategies to ensure that under-performance is challenged and appropriate changes to practice are implemented.

Aurora

- To ensure that individual behaviour strategies are incorporated into all planning for teaching and learning, are rigorously monitored and evaluated and appropriately changed when required
- To complete all relevant paperwork in connection to student progress, lesson planning and legislative requirements.
- To participate in all aspects of assessment, ensuring any assessment reflects the learning needs of our students including SMSC, personal, social and emotional development.
- Work collaboratively with the school's therapy teams in setting up joint targets and implementing therapy programmes.
- Liaise with the Head Teacher to ensure that there is continuity in students learning across the school.

Leading and Developing People:

- To participate in the recruitment and retention of the best employees and ensure an effective induction for all new starters.
- To contribute to the culture of continuous professional development for educational support staff, where learning and development activity is closely linked to individual, team and organisational priorities.
- To ensure that performance reviews are undertaken in a timely manner and that target setting is of a high standard, relevant and plays a key role in securing continuous improvement.

Accountability:

- Contribute to and chair review meetings as required and attend any other relevant multi-disciplinary meetings held for students.
- To contribute to the promotion of an ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To ensure individual staff accountabilities are clearly defined, understood, agreed and subject to rigorous review and evaluation in consultation with the Head Teacher.

Strengthening Community:

- To work in partnership with all school staff, parents, carers and other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.
- To promote a culturally inclusive ethos which actively values and promotes diversity, unity and community cohesion and supports students to become successful citizens.
- To work in liaison with the Senior Leadership Team and all relevant agencies in order to adequately safeguard and protect the students.
- To contribute to the development of the education system, for example, sharing effective practice.

Knowledge, Skills and Experience

Knowledge:

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

Skills:

- Ability to work as part of a multi-disciplinary team.
- Ability to coach and mentor LSAs, Teaching Assistants etc.
- Ability to adapt teaching and communication skills, both written and verbal according to audience.

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- Effective skills in planning, preparation, recording and reviewing students' progress.
- Ability to identify and de-escalate emotional and behavioural issues
- Good IT skills.
- Desirable : 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.

Experience:

- Knowledge and personal experience of special needs, disabilities, behaviour management and associated issues.

Requirements of Role

- The ability to work as part of a team and support other colleagues when necessary.
- To have an up-to-date Enhanced DBS Disclosure.
- To undertake Team Teach/PRICE training as directed.
- To work as reasonably directed by the Head Teacher and undertake any other non-specified duties appropriate to the post.

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
- 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.