

Endeavour Academy
Job Title: Cover supervisor/Teacher

Responsible to: Head Teacher

Grade: HLTA (H24)

Location: Endeavour Academy Bexley

Job Summary:

To teach pupils across Key Stage 3&4 who are placed at Endeavour Academy Bexley by the Local Authority in order that their social, emotional, behavioural and academic needs are best met within a specialist environment. To take responsibility for covering lessons due to staff absence or training needs. To provide pastoral support and care as well as to liaise with colleagues re: baseline assessments and schemes of work. To contribute to the development of curriculum innovations, behaviour management strategies, accreditation, policies and procedures within the school. Maintaining professional boundaries at all times and observing / upholding the values and ethos of London South East Academies Trust whilst contributing to the overall vision of the organization.

PRINCIPAL ACCOUNTABILITIES

1. Teach pupils who require support within a smaller group setting and have an Education Health Care Plan.
2. Identify and address the educational, social and emotional needs of .pupils
3. Prepare lessons and resources appropriate to the learning and social needs of the pupils.
4. To deliver lessons as directed by Heads of Department.
5. Prepare pupils for nationally recognised qualifications and ensure their progress is commensurate with baseline testing and information received prior to entry as well as termly progress data through on-going moderated teacher assessments.

6. Contribute to the whole school ethos of restorative practices and solution-focused work to support children and young people in making the right decisions and developing improved personal strategies for managing and modifying their own behavior.
7. Provide pastoral support for pupils.
8. Develop a stimulating and safe learning environment for all pupils and take responsibility for classrooms / work areas as well as contributing to the overall professional appearance of the school building through displays and attention to student behavior related to damage / graffiti.
9. To participate in review meetings for pupils as well as Education Health Care Plan Reviews within appropriate timeframes.
10. Ensure that all records are kept electronically and updated throughout the school day as part of the agreed management information processes.
11. Attend daily briefing and debriefing meetings as well as other staff meetings and team training as directed by the Headteacher.
12. Develop a stimulating and exciting learning environment for pupils with opportunities for broadening experiences and learning new skills.
13. Undertake supervisory duties during unstructured time in line with the team ethos of the school and any other reasonable duties as directed by the Headteacher.
14. Adhere to Team Teach procedures to ensure the health and safety of all pupils and staff.
15. To abide by the school's policies, including those relating to safeguarding, health and safety and equal opportunities.
16. To undertake other reasonable duties which are consistent with both the needs of the school and commensurate with the role of the post holder.

HLTA/Unqualified Teachers

HLTA's and UQT's, with experience of teaching KS3 or KS4 pupils, will be considered and would work under the guidance of the Heads of Departments.

PERSON SPECIFICATION

1. Experience of teaching a minimum of two subject areas with evidence of achieving successful outcomes in relation to progress. HLTAs and UQTs would be considered with experience of teaching numeracy and literacy skills.
2. Experience of working effectively with disaffected pupils who display emotional and behavioural difficulties and/or on the autistic spectrum and to evidence progress and outcomes for those pupils which are in line with their potential.
3. Ability to engage pupils positively whilst maintaining consistent boundaries.
4. Confidence in managing highly challenging behaviour and ability to resolve issues independently, showing experience in supporting young people in addressing their behavioural barriers to learning and reintegration beyond school.
5. Evidence of knowledge of curriculum materials to engage disaffected young people, children and young people with emotional and behavioural difficulties and those on the autistic spectrum.
6. Knowledge of and recent experience of delivering appropriate forms of accreditation for KS3&4.
7. A commitment to curriculum and pastoral innovation.
8. Excellent written and verbal communication skills and an ability to work effectively with schools, parents, young people and other children's services agencies.
9. A strong belief in the importance of supporting children and young people and inclusion in the widest sense.
10. To be 'Team Teach' trained or willing to undergo training and implement the training undertaken.
11. A firm grasp of the importance of confidentiality and the duties of education professionals in relation to safeguarding concerns.
12. Recent experience of working effectively with other professionals within a classroom setting.

13. Experience of working effectively with teams of teachers and support workers, displaying team commitment, professionalism and loyalty.

This job description is provided to assist the post holder to know their principal duties. It may be amended from time to time in consultation with you without change to the level of responsibility appropriate to the grading of the post.