



SEND Teacher Job Description and Person Specification

RISE are Revolutionising SEND Education for aspirational learning, personal empowerment and confidence to shatter glass ceilings, reaching new levels of achievement with young people aged 16-18 years old. RISE prioritises understanding the whole person and uses this to inform the curriculum, programmes of support and to build a solid platform for future pathways.

Are you passionate about inclusion, can you remove barriers to engagement to enable others to flourish? We are seeking a creative and innovative teacher who can demonstrate a variety of teaching and learning strategies, who have a vast toolkit from which to draw inspiring lessons for young people with SEND needs.

Job Description: SEN Teacher (0.8 or possibility of FT)

Responsible to: Provision Lead (SEND CO)

The following job description is for the guidance only of applicants as to the requirements of the post.

Job Purpose:

To further develop the provision, opportunity and experiences for students within RISE. This will include working closely with the Provision leader (SENCO) and the RISE Learning Support team to develop highly differentiated, creative and adapted schemes of work that inspire, motivate and develop aspiration of learners with a variety of Special Educational Needs. We require a teacher that provides high standards of engaging lessons and promotes a positive learning environment.

We are seeking pioneering and energetic teacher to deliver an innovative curriculum adapted and modified, not only to meet needs and outcomes and aspirations, but to develop the character, confidence and independence of the young people that attend. We seek Team players that can motivate, strengthen work based, community and social links, promote productivity, happiness, balance, contentment and opportunity.

Teachers will have experience of teaching students with additional needs, experience or training in mental health would be an advantage. Teaching will include core curriculum and other specialisms.

Main Duties and Responsibilities:

- Fulfil the national Teachers' Standards
- Responsibility for the academic achievement and wider welfare of students within the RISE Service

- As the lead for RISE ensure that student inclusion is kept as a priority across the service and to ensure the personalised support is implemented to meet the needs of individual students.
- Implementation of the SEND Code of Practice across the team and RISE Provision.
- Supporting good attendance and attainment of SEND/PP students by working with the students, families and external agencies to remove barriers and promote success.
- Ensure clear expectations of student achievement and progress, through effective target setting and monitoring against relevant national benchmark data.
- Preparation and delivery of lessons, including covering for other teachers' absence and delivery specific interventions to pupils.
- Selecting and preparing innovative, functional teaching resources that meet the pupils' needs and interests and implement complementary learning activities wherever possible.
- By personal example and practice, establish clear expectations and standards for both support staff and students in line with the team's and ALTR policies.
- Contribute to department meetings and contribute to Parent Evenings/ Open evenings as required
- Support the performance management and training of staff and apprentices.
- Develop subject strategies that impact positively on teaching, learning, achievement, staff development and student welfare relevant.
- Supervise individuals and groups of pupils throughout the day, including supervision in the classroom, outdoors and dining areas; - Escort and supervise pupils on educational and out of school activities - Any individual tasks as deemed necessary and as instructed.
- Take responsibility for professional development and progression, making full use of opportunities and training provided by the school
- Attend team and staff meetings as appropriate, contributing actively whenever possible
- Keep informed of curriculum and pedagogical developments, at a local and national level.
- Prepare for audits and inspections that may take place.
- Account for student attendance, attainment and progress across all provisions.
- Work with Locality Teams, Community Groups and the Local Authority to Promote and provide quality and appropriate training in the community.
- Work closely with all Designated Child Protection Leads to create a joined-up provision across the Service

Teaching and Learning/ Student Progress

- Create and continually reflect upon Schemes of Learning, modifying them to meet the needs of the learners and own teaching practices.
- Plan and deliver outstanding lessons and other learning activities in accordance with the school's Teaching and Learning Policy, ensuring that all students make progress towards clear learning objectives.

- Monitor and evaluate the progress of students within the key stage against their potential using national benchmark data.
- Coordinate, promote and celebrate activities / events that encourage and recognise achievement.
- Provide students, parents and carers with opportunities to feedback on developments and progress using an Assess, Plan, Do, Review Model.
- Plan and deliver lessons and other learning activities in accordance with the school's Teaching and Learning Policy, ensuring that all students make progress towards clear learning objectives.
- Liaise with other colleagues to prepare and deliver units of learning in a collaborative way (the contribution reflecting the post holder's level of responsibility)
- Work closely with teachers and learning support assistants in ensuring that suitably differentiated material and learning pathways are provided to challenge all students regardless of ability.
- Set appropriately aspirational targets for student attainment based on prior data.
- Set work for students absent from lessons in line with the school's policies.
- Contribute to the school's timetabled Enrichment programme with all year groups.
- Ensure that all students are appropriately taught and prepared for external exams
- To co-ordinate, undertake and report on Annual Review meetings

Assessment, Recording & Reporting

- Maintain rigorous and accurate records, including students' attainment, attendance, home learning set and outline lesson plans.
- Collect and interpret specialist assessment data.
- Assess and return work (in line with the school's Assessment Policy) on a regular basis. Marking should include feedback for improvement and progress for each student.
- Provide assessment reports when required within the school's assessment cycle and additional "round robin" reports when specifically requested.
- Assist the SENDCO in carrying out suitable evaluation and analysis of examination results and performance at the beginning of the academic year and agreeing actions, as necessary.
- Liaise in a timely way with individual parents on students' progress as necessary and reasonable, including attendance at consultation evenings.
- Work within the code of practice relating to Disability and Special Educational Needs, liaising as necessary with the Learning Support Department and the Pears Special Resource Provision team

Communication:

- Support effective, high quality communication between colleagues, parents/ carers and other stakeholders.
- Ensure that parents are informed of issues affecting the progress of their child

- Engage with the reporting of progress to parents/ carers both for formal assessment and reporting and to share experiences had by the learners on the website and in communication logs.
- Support the “catch-up” of students who may have extended periods of absence

Staff management:

- Be prepared to undertake Safeguarding lead Training
- Encourage, facilitate and focus the support staff’s attention upon developing and maintaining a high standard of teaching and learning
- Support the professional development of staff, through performance management, professional development, coaching, sharing good practice.
- Support the management of a positive annual cycle of self-improvement in line with whole school policy: self-evaluation, subject development planning, performance management, monitoring and evaluation
- Ensure that individual support staff are aware of data relating to the progress of their students and how this is utilised to support high aspiration and achievement.
- To support, train, monitor, evaluate and report on progress of the Teaching Assistant Apprentice.
- Oversee the assessment, placement allocation, staffing and timetabling of the work-based placement programme. Monitoring progress, safeguarding of students, and liaising with the work provider, and collating progress reports.

We will:

- Support professional development through performance management, professional development, coaching, sharing good practice.
- Support in matters of discipline and the maintenance of standards.
- Support with the monitoring of key information of students, check that action is taken where necessary, which may include liaison with the RISE team, parents or relevant external agencies.

RISE is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced check with the Disclosure and Barring Service.

Person Specification Criteria

Criteria	Essential/ Desirable
Qualifications	
Relevant Degree	E
Teaching Qualification	E
Evidence of regular, relevant and recent professional development at appropriate level.	E
Evidence of Designated Safeguarding lead Training or willingness to undertake.	E
Experience	
SEND Teaching experience with a track record of high student achievement preferably in the Secondary Sector or Post 16	E
An outstanding classroom practitioner with evidence of setting appropriate expectations and challenge to advance learning and to engage and motivate students	E
Ability to use appropriately a range of differentiated teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students	E
Experience of leading change in secondary schools; ideally with a pastoral, SEND, Wellbeing focus	D
Experience or training in mental health	D
Ability to reflect on own practice, ability to use research evidence to inform and improve teaching	E
Abilities, skills and knowledge	
A strategic and innovative thinker, with a vision for the role, and the ability to take a strategic view and work with others to deliver improvement	E
Ability to work with clear and measurable objectives to provide year on year improvement	E
Ability to inspire high levels of student engagement and trust	E
Demonstrate leadership qualities, with the ability to gain the confidence and respect of staff and motivate them to achieve highly	E
Excellent standards of communication and interpersonal skills, with the ability to build strong relationships with students, parents, staff, stakeholders, governors and the wider community	E
Good knowledge of ICT systems to enable its use in analysis.	D
Excellent attendance and punctuality	E
Sense of humour and perspective	E
Professional knowledge and understanding	

In depth knowledge of SENDV and a desire to extend this further	E
Experience of developing whole school projects, working or events	D
Experience of working across multi-agencies	E
Personal Qualities	
Ability to work co-operatively with colleagues as part of a team	E
Enthusiasm, energy and a positive approach toward leading students and staff	E
A clear commitment to the principles of continuous professional development for staff as a means of raising achievement	E
The ability to work to deadlines and under pressure	E
The ability to give and receive feedback and act to improve own performance	E
Committed, reliable with high standards of professionalism	E
Excellent attendance and punctuality record	E
Commitment to form and maintain appropriate relationships with young people and their families	E
Must hold a driving license and be able to travel	E

To apply for this post please complete an application form and send with a covering letter telling us how and why you would be best suited to the role to hello@altrrise.com

Remember to refer to the job description and the person specification to evidence your suitability. Any queries in relation to this role please email hello@altrrise.com