

**St Giles School**

**Two Class Teacher Positions - PMLD/SLD  
Permanent/Part time roles**

**Role Profile and Person Specification**

**November 2025**

## Job details

**Salary:** M1 to M6 (£37,870 to £50,474) (UPS would be considered for exceptional candidates) - pro-rata

**Hours:** Minimum directed hours 32.5 hours per week plus as required full time - See below for specific job roles needed and times/days.

**Contract type:** Permanent. Part time.

One PMLD/Role - Monday to Wednesday 8.30am to 4.00pm.

One PMLD/role - Tuesday to Friday 8.30am to 4.00pm.

Attendance at Wednesday training from 4.00pm to 5.00pm is also part of this contract.

**Reporting to:** line manger as agreed by the Headteacher

**Responsible for:** Providing effective teaching and learning to allocated pupils within the school in line with pupils learning requirements, age and allocated learning pathways

## Main purpose

The teacher will:

- Fulfill the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meet the expectations set out in the [Teachers' Standards](#)
- Take specific responsibility and accountability for the day-to-day management and organisation of their classroom and teaching responsibilities
- Line manage and appraise identified staff as determined by the Headteacher
- Assist in the smooth running of the school at all times
- Provide effective and differentiated teaching across the learning pathways of: Early Years, Pre-Formal, Semi-Formal and Formal as agreed.

## Duties and responsibilities

### Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations that inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Lead by example, with the highest professional and personal standards, and classroom management

### Teaching and learning responsibility

- Plan effectively to teach pupils with a wide range of learning needs, physical difficulties and medical needs.
- Provide well differentiated learning opportunities that enable all pupils to access a broad and balanced curriculum in line with their learning pathway

- Plan for continuity and progression in pupils' learning to ensure that all pupils make sustained progress and can build on previous learning
- Monitor pupil progress and engagement to ensure that the curriculum is meeting pupils needs and is supporting them to be engaged and to make appropriate progress
- Be able to adapt planning to address individual learners' interests and needs

### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach
- Ensure teaching and learning is aligned with school ethos
- Lead by example, with the highest professional and personal standards

### **Health, safety and discipline**

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- Where necessary provide risk assessments in line with safety requirements such as trips and teaching and learning requirements including the use of resources

### **Professional development**

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

### **Communication**

- Communicate effectively with staff, pupils, parents and carers

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### **Management of staff and resources**

- Direct and supervise support staff assigned to them.
- Deploy resources delegated to them

## **Safeguarding**

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school
- The teacher will be required to safeguard and promote the welfare of children and young people and follow school policies, staff handbook and the staff code of conduct.

Please note, this is illustrative of the general nature and level of responsibility of the work to be undertaken. commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.

## **Other areas of responsibility**

As agreed with the Headteacher.

## Person specification - PMLD/SLD teacher

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>➤ Qualified teacher status</li> <li>➤ Successful teaching experience in early years primary, secondary, SEND and non-SEND settings.</li> <li>➤ Evidence of professional experiences relevant to this role</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>➤ Good knowledge of legislation and guidance on curriculum requirements for identified learners</li> <li>➤ Excellent classroom practice, constantly showing a positive and resilient approach to pupils and staff</li> <li>➤ Excellent communication and organisational skills</li> <li>➤ Knowledge of effective teaching and learning strategies</li> <li>➤ A good understanding of how children learn</li> <li>➤ Ability to adapt teaching to meet pupils' needs</li> <li>➤ Ability to build effective working relationships with pupils</li> <li>➤ Knowledge of guidance and requirements around safeguarding children</li> <li>➤ Knowledge of effective behaviour management strategies</li> <li>➤ Good IT skills, including previous use of safeguarding monitoring software, information management systems, etc.</li> <li>➤ Effective communication and interpersonal skills</li> <li>➤ Ability to build effective working relationships with staff and other stakeholders</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>➤ High expectations for all pupils and belief in bringing out the best in all</li> <li>➤ Commitment to upholding and promoting the ethos and values of the school</li> <li>➤ Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school</li> <li>➤ Ability to work under pressure and prioritise effectively</li> <li>➤ Commitment to maintaining confidentiality at all times</li> <li>➤ Commitment to equality</li> <li>➤ Commitment to diversity</li> </ul>

### Notes:

This job description may be amended at any time in consultation with the postholder.

**Last review date:** November 2025

**Next review date:** November 2026

**Headteacher/line manager's signature:**

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**Date:**

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**Postholder's signature:**

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**Date:**

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