Post Title: SEND Teacher

Salary and grade: 32.5 Hours + inset days MPS/UPS + SEN Allowance (£32,916 - £52,835 +SEN Allowance £2,885)

Line manager/s: Executive Headteacher/Head of School/Deputy Headteachers

Main Purpose of the Job:

This Job Description is to be performed in accordance with the provisions of the current School Teachers Pay and Conditions Document. The performance of these duties is under the reasonable direction of the Senior Leadership Team.

Teachers are expected to meet the Core Standards as set out in the Professional Standards for Teachers, 2012.

Key Duties and Responsibilities

Responsible for:

- Work as a member of the team to ensure a high standard of education provision for pupils.
- To be an excellent classroom practitioner and lead by example at all times.
- Actively participate in whole school self-evaluation and school improvement planning.
- To be responsible for promoting and safeguarding the welfare of children and young people within the school.
- Undertake duties of a teacher as specified within the school.
- Work with colleagues to monitor children's progress and attainment and continue to raise standards.
- Make a positive contribution to the wider life and ethos of the school.
- Develop effective professional relationships with all key stakeholders including colleagues/parents/partners/external bodies and the wider community.
- Demonstrate consistent high standards of personal and professional conduct, acting within the statutory frameworks which set out their professional duties and responsibilities.
- To produce effective planning for your class and contribute to the overall curriculum planning in line with the school's planning policy.
- To manage the work of support professionals in the class to ensure they are effective practitioners and focus on teaching learning and assessment.
- To attend regular staff in line with school procedures and to carry out duties which form part of the school's daily organisation.
- To participate in out of school activities, completing relevant risk assessment documentation and in line with school procedures.
- To maintain good order and discipline in line with Health & Safety both on the school premises and when engaged in out of school activities.
- To take part in, and take responsibility for own appraisal.

- Make a positive contribution to the wider life and ethos of the school.
- Be familiar with and follow all school policies including Child Protection and current SEND Code of Practice.

- **Leading, Teaching & Learning - Specific Responsibilities**

- To consistently provide a high standard of teaching and curriculum planning to extend and build pupils knowledge.
- To provide a teaching and learning environment that is appropriate to the tasks and in line with the school's teaching and learning policy.
- Be responsible for the teaching of pupils, developing a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement.
- To deliver teaching and learning according to the educational needs of the pupils, including the setting/marking of work and targets to be carried out by pupils both in school and home.
- To have excellent subject knowledge and use imaginative teaching strategies that match individual needs and engage pupils in challenging tasks.
- To assist with the development and enhancement of the classroom practices in all curriculum areas.
- Ensure that the curriculum is broad and balanced and meets the needs, aptitudes and interest of pupils, promoting successful progression.
- To work with all staff to provide high quality learning setting high expectations and establishing a stimulating environment for pupils.
- To know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Manage behaviour effectively to ensure a good and safe learning environment, establishing a framework for discipline with a range of strategies.
- Demonstrate an ambitious vision for the school and strive for high expectations for every pupil by setting high standards and leading by example in all areas of work.
- Ensure that a consistent approach to policies and procedures is adhered to.
- Work effectively at all times with the governing body, parents, members of staff and other schools as representative of the school.
- To focus on improving teaching and learning to pursue excellence for the school.
- To effectively manage and deploy support professionals, financial and physical resources within the key phase to support the delivery of the curriculum.
- Ensure that deadlines are met on a timely basis.
- To formulate a clear view of the capabilities of each pupil, set challenging achievable targets for each pupil and to monitor and review their performance targets during the year in order to raise standards.
- To participate in the planning, development and differentiation of teaching and learning which will allow all pupils to have maximum access to high quality provision.

- To undertake rigorous and focused assessments, update records and tracking documents and produce assessment reports when required.

The Post holder's duties must be carried out in compliance with the school's Safeguarding policies, Equality policies, Information Security policies, Financial Regulations, Health & Safety at Work Act and all other school policies.

These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of particular responsibilities will be reviewed on a yearly basis and may be amended by the Head Teacher at any time after consultation.
The post holder must at all times comply with the school's code of conduct.

Additional Duties:

As appropriate, the post holder's duties must be carried out in compliance with the following:

- Equal Opportunities Policy and Strategy;
- Information and Data Security Policies;
- ESFA's Financial Regulations as set out in the Academy Handbook;
- Health and Safety at Work Act (1974) (and subsequent health and safety legislation);
- Data Protection Act 2018;
- Information Records Management Toolkit for Schools.

These duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding

Nexus MAT is committed to safeguarding and promoting the welfare of children and young people. The highest priority must be given to following the guidance and approaches to safeguard children and follow all safeguarding procedures outlined by the MAT and member schools.

Person Specification

		Essential	Desirable
Qualifications & Experience	Qualified teacher status	•	
	Relevant degree	•	
	Successful teaching experience	•	
	Experience of working in a SEND setting		•
Knowledge & Skills	Knowledge of the National Curriculum	•	
	Knowledge of effective teaching and learning strategies	•	
	A good understanding of how children learn	•	
	Ability to adapt teaching to meet pupils' needs	•	
	Ability to build effective working relationships with pupils	•	
	Good ICT skills, particularly using ICT to support learning	•	
	Knowledge of effective behaviour management strategies	•	
	Knowledge of guidance and requirements around safeguarding children	•	
	A commitment to getting the best outcomes for all pupils	•	

		Essential	Desirable
Personal Effectiveness	Willingness to promote the ethos and values of the school	•	
	High expectations for children's attainment and progress	•	
	Ability to work under pressure and prioritise effectively	•	
	Commitment to maintaining confidentiality at all times	•	
	Commitment to safeguarding and equality	•	
	Commitment to collaboration and professional learning	•	