

Job Description

Teacher of SEN for SEMH needs

Responsible to: The Headteacher via SENCo

Principal Responsibilities

- To provide a high quality education service for our students with SEMH SEND needs, enabling them to develop from needing external control, to developing self-control and meta-cognitive strategies to improve their personal progress.
- To be committed to the safeguarding and well-being of all students and to follow school policy and procedures in this regard.
- To liaise with teachers, multi-professionals and parents to support the development of each student.

Specific Responsibilities

- To plan, deliver and teach individual students or small groups in order for them to better understand their SEND needs and develop strategies with them that they can then use to succeed both academically and socially
- To create personalised learning experiences which engage pupils who may be reluctant or disaffected.
- To plan, deliver and teach whole classes in the relevant curriculum area of specialism
- Use data analysis (for example Boxall Profile scores, SDQ scores) to plan appropriate and engaging lessons and monitor the effectiveness of the teaching.
- Use a variety of strategies to work with challenging behaviour and be able to form strong relationships with the children and make strong decisions about which strategies work best for different children
- Ability to train and support other members of staff to teach and work with students with challenging behaviour
- To monitor, record and report on student progress
- To Monitor and evaluate the impact of the work completed with students
- To contribute to the development and implementation of an environment, use of resources and programme of learning for the individual student to ensure progression at an appropriate and satisfactory rate
- To contribute to, devise, implement and review individual student support and behaviour plans in conjunction with other staff
- To ensure Learning Support Assistants/Teachers (where necessary) are well briefed and able to produce appropriate and effective resources/teaching aids to continue to support the relevant students in class
- Work with and manage challenging behaviour, enabling students to develop from needing external control, to developing self-control
- To maintain regular communication both informally and in meeting times, ensuring the individual needs of the student are being met effectively.
- To keep up to date with specified SEND, subject area and educational practice
- Report to both internal and external stakeholders
- Contribute to INSET training

Duties and Responsibilities

- The major task of teachers is to enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge. Teachers should use their professional judgements and skills to help students to acquire the confidence to tackle all aspects of learning throughout their lives. They should seek to enhance self-esteem and self-fulfillment of students through a supportive, encouraging, yet challenging approach to learning.
- Teachers will achieve these aims by working at or towards the professional standards at the appropriate level. All teachers will be expected to prepare, teach, mark work and keep appropriate records of assessment of designated groups within Team or Departmental areas in accordance with school and department policies. A wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes should be adopted.
- All teachers will be expected to work collaboratively with other staff as members of teams, departments and/or other cross-curricular groups. They will contribute their own particular talents and skills to such groups to aid the production of new initiatives, policies, resources, schemes of work etc.
- In collaboration with students and support staff, all teachers are responsible for caring for the School environment, and teachers take responsibility for their own rooms.
- Teachers should have a concern for the academic and general welfare of students in their care during specific lessons, but teachers who are tutors (and most are) are expected to take a broader responsibility for the development and progression of a group of students.
- Much is expected of teachers at Holmer Green Senior School in order to meet both their own professional fulfilment and the aims of the School, but all staff also have the right to appropriate support, learning and development opportunities and INSET through formal and informal contact with colleagues, particularly Heads of Department, and members of the Leadership Team.
- Teachers are encouraged to assist in the development of any aspects of the school to which they feel drawn.

Qualifications Required

- Good honours degree or equivalent
- Qualified Teacher Status
- Evidence of recent or relevant training and development and/or further study

General Requirements

- Attend scheduled meetings
- Actively seek to develop professionally
- Ensure all staff within HGSS take active steps to eradicate all forms of bullying.
- Take a lead role in establishing a positive learning environment amongst all staff and students to ensure students are able to make a positive contribution, learn and thrive in an atmosphere of dignity and respect.
- Lead by example and demonstrate passion and ambition for the school, subject and its students.
- Produce, implement, monitor and evaluate a development plan in line with the school priorities and the whole school development plan.
- Focus relentlessly on improving the quality of teaching and learning and assessment within this remit and ensure that it impacts on learners.
- Lead on and engage all team members in quality assurance processes such as collaborative planning, work sampling, learning walks, student voice activities and lesson observations that allow for greater consistency in teaching and learning.
- Participate in the school appraisal process

- Work within the terms and conditions of the current School Teachers' Pay and Conditions document
- Carry out all duties and responsibilities with due regard to the school policies
- Be subject to a police criminal records check (enhanced disclosure) from the Criminal Records Bureau
- In accordance with the provision of the Disability Discrimination Act 1995, perform all duties and tasks with reasonable adjustment, where appropriate
- Be prepared to carry out additional duties, which may reasonably be required by the Headteacher.

The duties of the post may vary from time to time, as required by the Headteacher, without changing their general character or level of responsibility.

Postholder

Name

Signature

Date

Headteacher

Name

Signature

Date