

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	PRIDE POD Alternative Provision Teacher	Location	Weavers Academy
Salary	MPS/UPS	Hours	32.5 hours per week, 52 weeks
Department	Inclusion	Reports To	Vice Principal of Inclusion

JOB PURPOSE:

To coordinate and lead the Quality of education within the PRIDE POD provision, which is a self-contained support centre for students that have persistently failed to meet expectations in line with school policies. This will include working with the Quality of Education Team and subject leaders to ensure full and appropriate curriculum planning and delivery.

KEY RESPONSIBILITIES AND DUTIES:

Key Responsibilities

- Set and sustain high expectations of all students enrolled in the Centre. Students are expected to comply with school policy and expectations.
- Promote and reinforce high levels of self esteem and work around aspiration.
- Liaise with the Quality of Education team to ensure the planned curriculum supports the national curriculum and reintegration back to mainstream lessons.
- Lead the delivery of the planned curriculum across KS3 and KS4.
- Liaise with other teachers in the provision to ensure their lessons meet the required standard.
- To work with the SENDCo to ensure all SEND needs are met and provide evidence impact of meeting these.
- Ensure appropriate assessments are administered to assess students' educational outcomes.
- Liaise with Behaviour Lead, Assistant Principal Curriculum/Inclusion and the Inclusion Team to completed work is conveyed to relevant staff.
- Report to Assistant Principal leading on PRIDE POD for discussion of referrals, progress of students and any relevant needs of students within the Centre.
- Record keeping of student progress, conduct and attitudes, providing information and feedback to Pastoral Senior Leadership Team, Progress and Year Leads and academic updates to Subject Leads
- Maintain and analyse data weekly to show the trends and patterns of student achievement individually and collectively to understand and respond to the individual and group needs of the student in meeting their academic, social emotional and personalised targets.
- Support external intervention providers in presenting/working with students.
- Maintain accurate records and record behaviours on Academy record system – Arbor and CPOMS.

Other

- Attend inclusion meeting weekly.
- Be proactive in understanding and acting in accordance with all Academy policies.
- So far as reasonably practicable, ensure that safe working practices are adopted, and in premises/work areas for which you are responsible, to maintain a safe working environment for employees and service users.

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- Adhere to personalised risk assessments that consider need and respond proactively. □
Comply with CET part timetable policies and provision and ensure record keeping is accurate and up to date.
- Participate in a personal staff development/appraisal process in accordance with Academy policy.
- Ensure that all your involvement with students as well as other staff reflects the school's inclusive ethos and its commitment to being a professional learning community.
- Carry out other reasonable tasks from time to time as directed by the line manager and POD leads on SLT.
- Undertake Level 3 safeguarding training and support the safeguarding team as it relates to students within and or transitioning to the PRIDE POD
- Undertake NPQ for SENDCOs

School Ethos & Community

- Work with parents and students to ensure that they understand the aims of the school, its policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.
- Weavers Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Supporting The Work of Creative Education Trust

- Develop strong, positive relationships with Creative Education Trust colleagues, participating in trust-wide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. The job description will be reviewed from time to time to reflect the changes needs and circumstances of the school. Such reviews and any consequential changes will be carried out in consultation with the post holder.

JOB REQUIREMENTS:		
	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status • Relevant subject degree 	<ul style="list-style-type: none"> • NASENCO or NPQ for SENCO (or a willingness to undertake)
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working within an alternative provision setting. • Able to differentiate resources to meet the needs of SEND students effectively. 	

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	<ul style="list-style-type: none"> • To know how to support students, aged 11 -16, with particular barriers to learning with their basic skills so that they make good progress. • To know how to assess student attainment and progress • Experience and understanding of children within their family context. • Good organisational, communication, administrative and interpersonal skills. • Ability to explain tasks simply and clearly. 	
<p>KNOWLEDGE AND UNDERSTANDING</p>	<ul style="list-style-type: none"> • Demonstrable experience of building effective relationships, and in particular a rapport with pupils and their families. • Demonstrates resilience, motivation and commitment to driving up standards of work and achieving excellence. 	
<p>SKILLS AND PERSONAL ATTRIBUTES</p>	<ul style="list-style-type: none"> • A creative, hardworking person who enjoys learning and seeks out opportunities to continue learning. • Skilled at dealing with difficult and sensitive situations and/or individuals in a calm, fair, effective and confidential manner. • Skilled at influencing others, managing discussions effectively to ensure desired actions are achieved. 	
<p>CREATIVE EDUCATION TRUST VALUES</p>	<p>All colleagues are expected to demonstrate the Creative Education Trust values in their work by:</p> <ul style="list-style-type: none"> • Empowering Ambition: Supporting personal growth, innovation and high performance. • Championing Equity: Promoting fairness, inclusion and high expectations for every student. • Unlocking Opportunity: Helping create access to knowledge, experiences and networks that broaden horizons. 	

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	These values should be evident in how the post-holder works, collaborates and contributes to the wider Trust community.
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity
SAFEGUARDING	A thorough understanding of up-to-date safeguarding requirements and best practice
OTHER REQUIREMENTS	High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

