



**Job Description**

These duties are neither exclusive nor exhaustive and the postholder may be required to undertake other duties and responsibilities without changing the general character of the post and commensurate with the grade. Elements of this job description may be re-negotiated at the request of either party and with the agreement of both.

**SALARY: Unqualified teacher, point 4**

**HOURS: Teacher Terms and conditions of employment**

**LOCATION: Worthing High School, South Farm Road,**

**Worthing, West Sussex BN14 7AR**

**Executive Headteacher: Pan Panayiotou**

**THIS POST IS PERMANENT**

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| **Job Title : EBSA Lead Practitioner** |
| **Accountability : Assistant Headteacher for Inclusion** |
| **Job Summary:**  This is an exciting opportunity for a dedicated and conscientious practitioner to develop or embed their skills and knowledge in working with students both remotely and face-to-face. This role requires an IT proficient person to deliver remote and face-to-face interventions and support to students who are persistently absent or struggling with SEMH needs presenting as emotional based school avoidance (EBSA)  The support provided to students will be dynamic, responsive to needs and impactful, leading to engagement in learning and individual needs being met.  This role would suit somebody looking to complete their teaching training in the future.  The post is term time only plus INSET days. |
| **Personal Specification:** |
| **All criteria are essential unless stated otherwise**   * A Level 2 or equivalent qualification in Science, Maths and English * An ability to maintain high professional standards and the ability to follow quality assurance systems * An ability to relate well to all students ensuring that their needs are met * An ability to put the needs of the student first * An ability to develop effective and supportive relationships with colleagues * An ability to be clear, concise and fluent in both written and oral communication * An ability to use ICT to support the role. * Proven ability to remain calm and self-controlled under pressure, reacting well to change and remaining positive to setbacks * Evidence of relevant CPD * An ability to understand and demonstrate commitment to the WHS Equality Policy and to ensure all activities are consistent with it * Prepared to undertake training/development as required * Have excellent knowledge in a range of different barriers to learning * Have an understanding of the primary/secondary national curriculum * Show commitment to continuous personal learning and development which supports the delivery of outstanding service * Worthing High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment |

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| **Duties:** |
| **Key Duties:**  **Remote learning:**   * Organising, registering and supporting remote lessons for students who are absent from school for agreed reasons via Google meet and Google classrooms. * Communicate with teaching staff to ensure appropriate resources are provided for students working remotely. * Daily check-ins with students. * Remote delivery of English and/or Maths. * 1:1 and small group remote well-being sessions.   **School support:**   * Planning and organizing bespoke intervention both remotely and face-to-face for students who are suffering with emotionally based school avoidance or who are absent due to medical needs. * Supporting reintegration of students into school following periods of prolonged absence due to SEMH, EBSA or medical needs. * Delivering core subject content * Assessing and evaluating the impact of interventions. * Implementing and embedding fixed term interventions for students who are persistently absent, this will include non-academic intervention, SEMH interventions and curriculum intervention * Create bespoke timetables with the SLT for individuals. * Develop the use of the Glynn Owen Centre as a ‘school away from school’ * Writing impact reports half termly. * Plan and deliver lessons for students struggling with EBSA. * Support with lessons set by class teachers, this may be in person or via remote learning. * Communicating and liaising with the Assistant Headteacher for Teaching and Learning, Inclusion and Pastoral. * Attend and contribute to multi-agency meetings including TAF’s, attendance reviews and annual reviews. * Produce case studies for individual students. * Regular communication between parent/carers and key stake holders.   **Other Duties**   * Monitor the progress of identified students, keep electronic records as required by the Inclusion Team and provide the teacher with feedback on students’ progress in relation to provision * Contribute to programmes of support for identified students and deliver specific interventions as directed by the Assistant Headteacher for Inclusion * Be familiar with lessons plans, individual education plans and learning objectives * Provide support for students by encouraging and modelling positive behaviour * Helping students assess their own work and that of their peers * Jointly modelling speaking and listening pair tasks * Rehearsing answers to “think” or “explain” questions for plenary or feedback sessions * Encouraging participation using questions and prompts * Scribing * Ensuring effective use of ICT, assistive technology and other equipment * Reading texts and ensuring access to information * Providing an opportunity for the student to verbalise and discuss new learning * Reinforcing new vocabulary and key words * Reinforcing new language structures * Providing appropriate scaffolds for organising and producing written work * Differentiating tasks and resources * Checking understanding through a range of questioning and rephrasing/modifying tasks and instructions so they are clearly understood * Encouraging independent learning strategies * Reminding students of personal programme and lesson targets * Keeping students on task * Providing low level behaviour management * Assisting in maintaining safety in the classrooms * Ensuring that records are kept, as required, and that the keyworker is regularly informed about student progress * Ensure the physical welfare of students and assist students with their physical needs as appropriate and agreed, eg assisting with equipment * To support and deliver subject specific training to other support staff * To attend department meetings, as required * Within your contracted hours, and as identified in Performance Management Processes, undertake specific training such as may be required to enable you to provide effective support, this may include accredited training, training in a particular area of SEN, or in particular aspects of learning need * Undertake any other reasonable duties from time to time as may be directed by the Headteacher   ***Please note that as an EBSA Lead Practitioner, unqualified teacher, you will be expected to plan and deliver interventions and lessons away from the direction of a class teacher.*** |
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Please note, because of the nature of this job, if you are successful in your application you will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will be done by means of applying for an “Enhanced Disclosure”. Disclosures include details of cautions, reprimands or final warnings as well as convictions, spent or unspent.

ASI/OBL

November 2022