

JOB DESCRIPTION

POST:	Inclusion Teacher
SALARY:	Main Pay Scale for teacher with QTS (£34,069 to £46,940) Unqualified Pay Scale for teacher without QTS (£23,732 to £36,494)
CONTRACTED HOURS:	Full time or part time
REPORT TO:	Assistant Headteacher (Inclusion & Personal Development)

Responsible for: All aspects of provision for students attending the inclusion bases and for the successful transition of students from the bases back into mainstream provision at Weatherhead High School. The attendance, curriculum provision and welfare of all students within the on-site and off-site inclusion bases, working closely with them and their families to establish positive and influential relationships, ensuring their safety and engagement with education.

Job Purpose

1. To lead, plan and deliver the inclusion programme for students accessing Weatherhead's alternative provisions under the direction of the Assistant Headteacher (Inclusion & Personal Development).
2. To oversee and support the delivery of an appropriate curriculum and other programmes to improve attendance engagement with education for a defined cohort of vulnerable students.
3. To ensure that vulnerable students access appropriate curriculum provision that is adapted to the individual needs of the learner.
4. To build positive and secure relationships with students and their families.
5. To create a culture of engagement and reward for vulnerable students.
6. To ensure that relevant strategies are used to ensure the good attendance of students attending the inclusion bases (both on and off site) and to monitor attendance accordingly.
7. To ensure vulnerable students receive suitable emotional, mental health and well-being support, which will help them reintegrate back into mainstream education.
8. To implement community projects that will provide mental health and well-being support for vulnerable students as well as building confidence and resilience
9. To support in the Key Stage 3 Learning Zone as required.

Teaching and Learning

1. To organise baseline assessments for students and plan the curriculum / interventions accordingly
2. To ensure that the curriculum delivered to the students accessing education in the on-site and off-site bases is engaging and purposeful for vulnerable students.
3. To identify students' gaps in knowledge and learning and to ensure that the curriculum provision helps to bridge gaps and prepare students for reintegration into the mainstream at Weatherhead.
4. To liaise with external agencies and institutions as appropriate in order to support the vulnerable cohort.
5. To provide purposeful feedback to students about their learning.
6. To provide feedback to parents regarding their child's progress.
7. To deliver elements of the curriculum through taught lessons to the students at the off-site base.
8. To deliver therapeutic sessions to students in order to support their personal development needs.

Pastoral / Behaviour for Learning

1. To provide daily pastoral support to the inclusion cohorts.
2. To ensure vulnerable students are recognised and rewarded for excellent effort and positive contributions.
3. To support the good attendance and punctuality of vulnerable students.
4. To ensure the effective safeguarding of students attending the school's on-site and off-site provisions, liaising with the Designated Safeguarding Lead as required.
5. To liaise with the relevant pastoral staff and school leaders on the progress, attendance and welfare of the vulnerable cohort.
6. To liaise with the Director of SEND as required regarding students with special educational needs.
7. To be the point of contact for parents of students who attend the on-site and off-site provisions, addressing issues as they arise or referring them on as necessary.

Operational / Strategic

1. Working with the Assistant Headteacher (Inclusion & Personal Development), to create a plan for students to return to mainstream education at Weatherhead.
2. To contribute to the delivery of the School Improvement and Development Plan.
3. To support the delivery of the school's plans to improve attendance and raise the achievement of all students.
4. To attend meetings with outside agencies and hold review meetings with parents when required.
5. To ensure good relationships with families / carers and social care are fostered and support and advice given to achieve positive outcomes and meet the needs of each individual student.
6. To safeguard and promote the welfare of every child in school, and ensure the safety and welfare of all inclusion cohorts.
7. To support the school in its commitment to the provision of equal opportunities for all students, regardless of race, gender, disability or background.
8. To create cooperative working relationships between staff, students and parents.
9. To support the vision, ethos and policies of the school.
10. To carry out any other duties as directed by the Headteacher and/or the Assistant Headteacher (Inclusion & Personal Development).