



<b>Post Title</b>	<b>Lead Teacher for the Specialist Resource Provision (SRP)</b>
<b>School / Organisation</b>	Avanti Grange
<b>Location</b>	Bishop's Stortford
<b>Grade</b>	UPS 1-3 + SEN allowance
<b>Hours</b>	Full-time
<b>Contract Type</b>	Permanent
<b>Reports to</b>	Inclusion Hub Lead
<b>Preferred Start Date</b>	September 2023

### MAIN PURPOSES OF THE JOB

To provide leadership and day-to-day management of staff within the Specialist Resource Provision and to share the leadership of this provision within the school with the Hub Inclusion Lead at Avanti Grange Secondary School.

The school welcomes teachers of high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all pupils. The Lead Teacher will have lead responsibility for teaching and learning within the SRP and will be supported in that role by their line manager, the Hub Inclusion Lead.

### RESPONSIBILITIES OF THE JOB

All teachers work within the statutory conditions of employment set out in the current School Teachers' Pay and Conditions Document. The duties listed below are not, therefore, an exhaustive list of what is required. They are the additional duties of a teacher in receipt of a teaching and learning responsibility payment

- Take overall responsibility for the quality and standards and coordination of teaching, planning, and learning across the Specialist Resource Provision. This includes evaluating achievement, attainment and pupil progress data and providing reports to the senior management team, governors, or the Local Authority as required.
- Provide management across the Specialist Resource Provision in ensuring that all teaching is delivered to a high standard.
- Ensure the effective transition and progress of pupils from the Specialist Resource Provision to the mainstream school
- Managing and facilitating the induction process of new members of staff within the Specialist Resource Provision and contributing to the recruitment, selection, appointment and Continuing Professional Development of staff in the Specialist Resource Provision in collaboration with external partnership agencies.
- Communicating effectively with pupils, parents/carers, colleagues, wider school community and governors.

#### Teaching

- Be responsible for the quality of the teaching and learning of all pupils who are assigned to the post holder taking into account specialist literacy teaching skills for groups of children within the SRP and the impact of their difficulties in accessing the curriculum.
- Plan and teach well-structured differentiated lessons to assigned groups of children within the SRP, following the school's plans and curriculum.
- Assess, monitor, record and report on the learning needs, progress, and achievements of assigned pupils
- Participate in arrangements for preparing pupils for examinations.



### PERSON SPECIFICATION

Criteria		Requirement	
		Essential	Desirable
1.	Qualified Teacher Status	X	
2.	Experience of teaching children with speech, language, literacy, and social communication difficulties	X	
3.	Evidence of continuing professional development and interest in speech, language, and communication difficulties	X	
4.	Additional training in ELKLAN or other specific training for supporting children with Language disorders and/or Social Communication difficulties including Autism e.g., post graduate qualification		X
5.	Demonstration of awareness of Language Disorder & social communication difficulties and how these impact on daily living, learning, & relationships & emotional well-being and knowledge of where to find out more, knowledge of public awareness campaigns and key organisations	X	
6.	Demonstration of interest in understanding more about speech sound disorders and their potential impact on Children and young people (CYP).	X	
7.	Specialist literacy teaching skills and awareness of / concern for impact of speech and language difficulties and social communication difficulties on literacy and learning	X	
8.	Experience of collaborative working with a range of external agencies e.g., advisory services, and therapies	X	
9.	Experience of teaching and differentiating teaching and learning for CYP with speech, language and literacy difficulties and social communication difficulties and training/supporting mainstream staff in this	X	
10.	Experience of influencing whole school policies to support CYP with speech and language disorders and Social communication difficulties in the wider setting	X	
11.	Experience or skills in engaging with parents around communication difficulties and their impact	X	
12.	Evidence of additional training /CPD in speech, language and communication difficulties and how to support and skill up staff.	X	
13.	Commitment to the safeguarding and welfare of all students	X	

### FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

For further information - <https://avanti.org.uk/wp-content/uploads/2022/09/AST-Child-Protection-and-Safeguarding-Policy-July-2022.pdf>