

# Bridgwater and Taunton College Trust

Primary Teacher Specialising in SEN



## **Primary Teacher Specialising in SEN. Grade: Qualified Teachers' Pay Scale.**

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

**Students come first:** First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

**We are team players:** Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

### **Our values**

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decisions making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.

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### Core Purpose

We are seeking a highly skilled colleague who will be dynamic and committed to the department and the school. Crucially the post holder must have a commitment to comprehensive all-through education and training. They will believe passionately in the entitlement of individuals of all ages to learning.

### Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

### Specialist Teaching and Learning Responsibilities

- Working with the SENCo establishing and managing a 'nurture base' Hub environment
- Delivering/planning intervention to meet the need of children with EHCPs/high levels of SEND need
- Supporting staff to develop their expertise in meeting SEND need across all classrooms.
- Teaching across the curriculum, ensuring differentiation provides appropriately high challenge for the pupil range.
- To plan for and supervise the work of associated teaching assistants, facilitating their professional development and establishing an effective classroom team.
- To undertake the role of class teacher, establishing positive relationships with pupils, tracking, reviewing and recording their progress in line with school policy.
- To produce progress and end of year reports.
- To actively participate in annual review meetings for EHCP students.
- To support the care and medical needs of all pupils.
- To follow school policy and positively support behaviour by training to use and applying Team Teach principles of de-escalation and physical intervention.
- To follow all school policies with regards to teaching, learning and assessment.
- To use ICT school systems to plan and assess pupils learning.
- To use ICT to enhance pupil learning.
- To be willing to undertake CPD training as required to execute their role of classroom teacher and subject leader.
- To support pupils in developing a range of strategies for managing their emotions and communicating them effectively.
- To support established behaviour policies, systems and processes to anticipate and manage behaviour constructively and calmly, promoting self-control and independence and recognising steps of progress.
- To formulate annual review reports and other progress reports for individual pupils as required, in line with school policy.
- To use self-evaluation processes to raise standards, contributing to school improvement processes and composing reports as required.
- To undertake duties as may reasonably be required by the Head Teacher.

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### **Additionally, STPCD requires all teachers to be involved in:**

- Advising and co-operating with the headteacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements
- Taking any such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school

### **Management of Physical Resources**

- Create and maintain a carefully considered physical environment within the SEN areas and classrooms, including displays of student work; group or independent learning areas; specialist 1:1 space.
- Be responsible for the use of a delegated budget to provide learning resources and other equipment necessary for the effective operation of the SEND teaching team.

### **Support to Children, Families and Communities**

- To formulate student support plans (SSPs) in partnership with parents, pupils and other professionals and other individual programmes to address core barriers to learning and enable progress, well-being and independence.
- To develop effective, collaborative working partnerships with parents/carers, colleagues, other agencies and professionals to enable pupils to make progress.
- To recognise that communication is a two-way process and encourage parents and carers to participate in discussions about the progress, development and wellbeing of children and young people.
- To recognise and respect the contributions that colleagues, parents/carers can make to the development and wellbeing of children and young people and to raising their levels of attainment.
- To work collaboratively with other staff, schools and agencies to ensure a coordinated approach to supporting pupils' wellbeing and progress and personalised learning pathways.
- To communicate effectively with children, young people and colleagues.
- To communicate effectively with parents/carers, conveying timely and relevant information about pupils' progress and wellbeing.

### **Other Duties**

- To attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses.
- To promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others.
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues.
- To be a team player and contribute towards the vision, culture and ethos of the Trust.
- From time to time you may be required to carry out other duties commensurate with the role.

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### Person Specification

Area to be assessed	Essential criteria	Desirable criteria
<b>Safeguarding</b>	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
<b>Qualifications/Experience</b>	<p>Qualified Teacher status</p> <p>The Class Teacher should have experience of: Teaching pupils with a wide range of SEN needs.</p> <p>Adapting the curriculum in line with pupils specific needs.</p> <p>Using EHCP documents to assist planning and monitoring feeding in to annual reviews and target setting.</p> <p>Effective strategies to support students with SEMH needs.</p>	<p>Evidence of continuous INSET and commitment to further professional development</p> <p>In addition, the Class Teacher might have experience of:</p> <p>Teaching across the whole Primary age range</p> <p>Working in partnership with parents</p> <p>Experience of Nurture or Thrive approaches</p>
<b>Knowledge/Skills</b>	<p>The Class Teacher should have knowledge and understanding of:</p> <p>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)</p> <p>The theory and practice of providing effectively for children with SPLD, MLD, and ASD</p> <p>Statutory National Curriculum requirements at the appropriate key stage</p> <p>The monitoring, assessment, recording and reporting of pupils' progress</p>	<p>In addition, the Class Teacher might also have knowledge and understanding of:</p> <p>The preparation and administration of statutory National Curriculum tests</p> <p>The links between schools, especially partner schools.</p> <p>Develop strategies for creating community links.</p>

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	<p>The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection</p> <p>The positive links necessary within school and with all its stakeholders</p> <p>Effective teaching and learning styles</p> <p>Promote the school's aims positively, and use effective strategies to monitor motivation and morale; develop good personal relationships within a team</p> <p>Establish and develop close relationships with parents, governors and the community; communicate effectively (both orally and in writing) to a variety of audiences</p> <p>Create a happy, challenging and effective learning environment.</p>	
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