**Job Profile**

**Job Title: Teacher**

**Job Grade: Teacher’s pay scale + SEN allowance**

**The role:**

**To work as a teacher and support the provision of students at CSS South, by providing outstanding teaching and ensuring that students are making outstanding progress.**

**Key Accountabilities**

* Provide at least good and usually outstanding teaching to ensure students make better than expected progress
* Plan lessons, taking into account baseline data and the needs of the student.
* Track and monitor progress , ensuring data is recorded appropriately, and action plans are in place for those not making sufficient progress
* Work alongside colleagues and within a department to achieve consistency across the Service.
* Have high expectations of every student, and teach according to their needs, using planning, differentiation and assessment to ensure every student reaches their potential.
* Meet all deadlines required
* Contribute to department meetings, and to department and whole service SEFs and development plans.
* Support and contribute towards the ongoing development of a needs led curriculum which engages and motivates students
* Be aware of and follow all CSS policies, and contribute to the positive ethos.
* Ensure that literacy, writing skills, mathematics and SMSC are taught across the curriculum
* Display good behaviour management techniques
* Use ICT effectively to support learning
* Ensure that appropriate accreditation is in place, and students have successful outcomes
* Take part in appraisals and teaching and learning monitoring as appropriate; be responsible for setting targets, working towards them and for own training.
* Support colleagues and work alongside support staff, giving guidance and direction
* Model expected behaviours consistently, and be a good example of the highest standards of teaching and learning and professional conduct
* Use the pupil premium grant appropriately to support vulnerable students, and measure their progress
* Be a personal tutor to students and carry out review meetings, PLPs, and support on a day to day basis, ensuring that students develop personally and socially as well as academically.
* Follow Health and safety procedures
* Follow Safeguarding procedures
* Contribute to whole Service training
* Ensure students are well supported, safe and happy
* Write subject reports and other reports as requested
* Liaise with parents, mainstream schools and other agencies when appropriate
* Work with the senior leadership team to ensure that students are reintegrated into mainstream or special school or college as soon as possible
* Prepare students for their future by ensuring they have the skills to move forward successfully

The duties of this post may require the postholder to be mobile across the Service

**Knowledge, Skills and Experience**

* DFE recognised teaching qualification
* Recent and relevant professional development
* Excellent knowledge of curriculum area
* Successful performance management reviews
* Recent and relevant teaching/management experience
* Proven behaviour management experience
* Leadership and management experience
* Experience of working with students with complex needs
* Competent in the use of ICT
* The role requires all candidates to speak fluent English

**Personal Qualities**

* Personal skills of warmth and empathy, and emotional resilience
* Able to listen and respond appropriately
* Takes specific action to improve team or individual performance
* Agrees standards and intervenes promptly and constructively to tackle inappropriate behaviour or poor performance
* Is tenacious and focused on achieving results, overcoming obstacles
* Ensures team or colleagues understand what is expected of them to achieve positive outcomes
* Contributes above and beyond usual expectations
* Seeks out good practice and uses it to challenge and improve
* Communicates vision, direction and outcomes clearly, motivating others to achieve
* Shows belief and confidence in staff, delegating appropriately and encouraging staff
* Acknowledges and rewards good work, celebrating team and individual successes

**This job profile is neither exclusive nor exhaustive and the post holder may be required to carry out other duties as requested by the Senior Leadership team.**