



JOB DESCRIPTION – TEACHER (PMLD) School 2 Home

Post title	Teacher
Salary and range:	Main pay range/UPS (based on experience) + SEN Max
Line manager/s:	Deputy Headteacher
Supervisory responsibility:	Viktoria Kincses (DHT) Strategic lead and line manager The post-holder will be responsible for teaching students in their home and developing this new service

Main purpose of the job:

- Provide an individualised and flexible program of education to students who are medically too vulnerable to attend the school site.
 - Be responsible for the learning and achievement of all complex pupils in the School2Home service, ensuring equality of opportunity for all.
 - Be responsible and accountable for achieving the highest possible standards in work and professional conduct.
 - Always treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing professional boundaries appropriate to a teacher's professional position, as per each aspect of the Teachers standards.
 - Work proactively and effectively in collaboration and partnership with learners, parents/carers, other staff, strategic lead, and external agencies in the best interests of pupils.
 - All teachers are required to act within and carry out the duties as set out in the School Teachers Pay and Conditions Document. Teachers should also meet the Teacher Standards (2012). Teachers' performance will be assessed against the Teacher Standards as part of the appraisal process as relevant to their role in the school.
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the school.
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Duties and responsibilities:

Teaching

- Deliver a differentiated curriculum in the pupil's home, whilst adopting a flexible approach and being aware of pupils' capabilities, complexities, medical conditions, and their prior knowledge/skills. Plan teaching and differentiate appropriately to build on these, demonstrating knowledge/skills and understanding of how pupils learn.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils you teach, recording regularly via Earwig.
- Have a clear understanding of the needs of all learners, including the most complex, and be able to use and evaluate distinctive teaching approaches and strategies to engage and support them in their home.
- Use an appropriate range of observation, monitoring and recording, and



assessment strategies as a basis for setting learning objectives for pupils of all backgrounds and abilities, and to monitor learners' progress and levels of attainment.

- Offer learners, colleagues and parents varied and adapted feedback as appropriate.
- Use relevant data to monitor longer term progress, set targets, and plan subsequent lessons.

Behaviour and Safety

- Establish a safe, purposeful and stimulating multi-sensory environment for pupils, rooted in mutual respect, and establish a framework for discipline with a range of strategies, using praise and rewards consistently and fairly.
- Use teaching approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge.
- Maintain positive and effective relationships with pupils, and act decisively when necessary.
- Be a positive role model, demonstrating consistent positive attitudes, values and behaviour.
- Have consistently high expectations of pupils, promoting communication skills and independence of all learners.
- Be responsible for promoting safeguarding and the welfare of children and young people within the school, adopting the school's policies, systems and procedures.

Team working and collaboration

- Actively prioritise and participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school, including pastoral arrangements.
- Work as a whole school team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Be continuously flexible and prepared to offer cover for absent colleagues within the remit of the School Teachers' Pay and Conditions document.

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships.
- Communicate effectively with parents/guardians with regard to pupils' achievements and well-being, using school systems/processes as appropriate.
- Create requested and required documentation and attend annual EHCP Meetings.
- Communicate and co-operate with relevant external professional bodies, inc health and social care professionals.
- Make a positive contribution to the wider life and ethos of the school.



Managing Staff (as S2H service develops)

- Manage TAs and SAs. This will include inducting new starters and assessing their performance during their probationary period and onwards.
- Day to day staff management, including task allocation, managing performance and attendance, carrying out performance reviews and providing appropriate training and support.
- Ensure that the TAs and SAs are appropriately involved in supporting learning and understand the roles they are expected to fulfil.

Administration

- Register the attendance of learner; before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the School Teachers' Pay and Conditions Document, ensuring that deadlines are met.

Professional development

- Alongside your line manager, regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues; and ultimately, developing the strategic vision of the service.
- Be responsible for developing your teaching through participating fully in training PD and development opportunities identified by the school or as developed as an outcome of your appraisal.

Other responsibilities

- To have professional regard for the ethos, policies and practices of the school, and maintain high standards in your own attendance, punctuality, conduct and engagement.
- Follow all relevant school procedures and ensure confidentiality at all times.
- Perform any reasonable duties as requested by the Deputy Headteacher.
- Maintain an awareness of current and proposed political, economic, social, religious, and technological influences (national and local) which may have an impact on the strategic and operational direction of the school.
- Produce reports for meetings, inc. leadership, professionals, and Trustees' meetings as required.

The duties outlined in this job description are in addition to those covered by the most recent School Teachers' Pay and Conditions Document. It may be modified by the Headteacher/Line Manager, in discussion with you, to reflect or anticipate changes in the job, commensurate with the salary and job title.

The job description will be reviewed at least twice a year as part of the Appraisal process.

Signature of post holder:

Date: .../...../..