



JOB DESCRIPTION – SEND TEACHER

DIRECTORATE:

Education

NAME OF SCHOOL:

Ben Jonson Primary School

POST TITLE:

SEND Teacher

GRADE:

MPS/ UPS (Inner London Weighting)

RESPONSIBLE TO: Headteacher

STAFF SUPERVISED: N/A

RESPONSIBLE FOR: N/A

GENERIC TEACHER ROLE

- To carry out the duties of a SEND teacher in a mainstream school as set out in the current School Teachers' Pay and Conditions document and subject to any amendments due to government legislation. This includes any duties as may be reasonably directed by the Headteacher.
- To demonstrate excellent pedagogical skills in planning and teaching students with special educational needs and children with English as an additional language.
- To be committed to and actively promote the school's equal opportunities policy.
- To uphold the school's principles and policies which underpin good practice and the raising of standards.

APPRAISAL / INDUCTION

- Appraisal/Induction assessment will be based on the responsibilities listed above and judgements will be made against these as part of the school's appraisal cycle. In addition, the following standards will be considered where there is an application to progress through the threshold and onto UPS2 and UPS3.

KNOWLEDGE & UNDERSTANDING

- Demonstrate a thorough and up-to-date knowledge of the curriculum and effective teaching and learning strategies.
- Excellent knowledge of the SEND code of practice.

TEACHING & ASSESSMENT

- Demonstrate that you consistently and effectively plan lessons and sequences of lessons to meet pupils' individual learning needs.
- Demonstrate that you consistently and effectively use a range of appropriate strategies for teaching and classroom management and, at UPS2 level, the majority of your lessons are at least 'good' in OfSTED terms (ref AESOPP).
- Demonstrate that you consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.
- At UPS3 level:
 - make a distinctive contribution to raising pupil standards (ref STRB).

PUPIL PROGRESS

- Demonstrate that, as a result of your teaching, your pupils achieve well relative to the pupils' prior attainment, making progress as good or better (at UPS2 level 'better', ref AESOPP) than similar pupils nationally (this should be shown in marks or grades in any relevant national tests or examinations, or school-based assessment for pupils where national tests and examinations are not taken).

WIDER PROFESSIONAL EFFECTIVENESS

- Take responsibility for your professional development and use the outcomes to improve your teaching and pupils' learning.
- Make an active contribution to the policies and aspirations of the school.
- At UPS2 level:
 - seek to share your expertise with colleagues (ref AESOPP).
- At UPS3 level:
 - take advantage of appropriate opportunities for professional development;
 - use professional development effectively to improve pupils' learning;
 - contribute effectively to the work of the wider team; and
 - play a critical role in the life of the school (ref STRB).

PROFESSIONAL CHARACTERISTICS

Demonstrate that you are an effective professional who challenges and supports all pupils to do their best through:

- inspiring trust and confidence;
- building team commitment;
- engaging and motivating pupils;
- analytical thinking; and
- taking positive action to improve the quality of pupils' learning.
- At UPS3 level:
 - provide a role model for teaching and learning (ref STRB).

SAFEGUARDING CHILDREN

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced DBS clearance.

ORGANISATIONAL DETAILS

The above job description was agreed on (date). It may be reviewed and/or amended at any time but before this happens you will be given appropriate opportunities to discuss the proposed amendments. It will be reviewed as part of the annual appraisal process.

_____ signed by (post holder)

_____ signed by (Headteacher)

PERSON SPECIFICATION

SEND Teacher Post

Criteria	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Qualified teacher • Enhanced DBS + relevant disclosures 	<ul style="list-style-type: none"> • Additional qualifications relevant to the role • Recent additional training
Teaching experience	<p>Demonstrate highly effective teaching by:</p> <ul style="list-style-type: none"> • Plan and teach inspirational, specialist and highly differentiated lessons to KS1 and KS2 SEND students. • Make accurate and productive use of assessment, to promote good pupil (academic) progress and emotional development. • Provide a stimulating and well-structured learning environment suitable for pupils with special educational needs. • Champion the needs of SEND pupils across the school and with their mainstream class teachers. • Play a full and active role in the development of the school including department and whole school development/improvement, aware of and implementing national developments in best practice. • Engage proactively with the school's performance development and review and supervision processes. • Participate in, and take responsibility for, your continuing personal professional development. • Support the school through developing consistent approach to behaviour management, teaching and learning, marking, assessment etc. 	<ul style="list-style-type: none"> • Evidence of exceptional practice recognised by external and internal sources • Experience in a number of year groups • Evidence of exceptional progress made by individuals or groups • Experience in working with SEND pupils

	<p>following relevant school policies.</p> <ul style="list-style-type: none"> • Promote pupil progress through the effective deployment and coordination of support staff including HLTAs, TAs and specialists from external agencies. • Support the SENCo/Assistant SENCo in the production and review of EHC Plans, and for SEND. • Deliver 1:1 or small group tuition to pupils, as identified by the SENCo/Assistant SENCo. 	
Professional and personal qualities	<ul style="list-style-type: none"> • Excellent interpersonal skills • Passionate • Caring • Honest • Professional at all times • Collaborative member • Open and reflective • Self-motivated • Sense of humour/fun 	<ul style="list-style-type: none"> • Is able to demonstrate application of these qualities in a school setting • Ability to motivate colleagues by example • Can demonstrate commitment to the wider life of the school
Interests	<ul style="list-style-type: none"> • Has a range of interests outside of school 	<ul style="list-style-type: none"> • Brings personal interests and enthusiasms to the school community