



SEND Teacher

Salary / grade range	MPS £28,000 - £38,810, UPS £40,625 – £43,685
Location	Co-op Academy Southfield
Reports to	Senior Deputy Headteacher

Purpose of role:

- To plan, implement and deliver an appropriate and differentiated curriculum for all students and to support a designated curriculum area as appropriate.
- To contribute to raising standards of pupil attainment.
- To monitor and assess pupil progress to improve their quality of learning and personal growth.
- To undertake the professional duties outlined above by having regard to national standards.

Key accountabilities (and specific duties / responsibilities):

To teach students assigned to the teacher and to ensure that planning, preparation, recording, assessment, accreditation and reporting meet their varying learning and social needs.

- To be prepared to teach across the age-range of the school
- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies within the school
- To set targets for pupils learning based on prior attainment
- To devise, contribute to and implement statutory assessment, annual reviews and IEPs
- To implement and follow school policies and procedures
- Use ICT to support learning and teaching and raise standards
- To meet with performance management team leaders to set and review appropriate objectives in line with personal, professional school priorities.

General

- Promote the inclusion and acceptance of all students within the classroom.
- Encourage students to interact and work co-operatively with others and engage all students in activities.
- Challenge and motivate students, promote and reinforce self-esteem.



- Support students consistently whilst recognising and responding to their individual needs.
- Contribute to the overall ethos/work/aims of the school.
- Contribute to Co-op's overall vision, values and guiding principles.
- Attend and participate in training events and participate in project teams
- Comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns
- To carry out any other reasonable request as and when required
- Model the Ways of Being Co-op for staff and students in their Pathway to follow:
 - Do what matters most
 - Be yourself always
 - Show you care
 - Succeed together

Professional Expectations

- Put students first and their safety foremost.
- Follow Standard Operating Procedures and contribute to their review.
- Work as partners with class teams by taking part in briefings and planning discussions.
- Liaise with parents and other partners.
- Rigorously apply school policies and ensure procedures are followed.
- Participate in supervision duties.
- Participate in professional development opportunities.
- Contribute to a positive safety culture.

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- Contribute to a positive safety culture.

Whilst every endeavour has been made to outline the main responsibilities and duties of the post, the above is not an exhaustive list of responsibilities.



Personal attributes required (based on job description):		
Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g., application form (A), interview (I) test (T)
Experience <ul style="list-style-type: none"> • Successful teaching experience with pupils with a wide range of SEN • Experience of planning and presenting a differentiated curriculum • Experience of/willingness to train in Behaviour Management – Team Teach • Experience of/willingness to train in communication approaches to curriculum access • Experience of a wider range of schools and other educational establishments. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>A</p> <p>A</p> <p>A/I</p> <p>A</p> <p>A/I</p>
Qualifications/Training <ul style="list-style-type: none"> • Qualified Teacher Status • Higher degree qualification • Postgraduate SEN course • Participation in work with other schools/agencies. 	<p>E</p> <p>D</p> <p>E</p> <p>D</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
Skills, Ability, Knowledge <ul style="list-style-type: none"> • Awareness of the SEN Code of Practice • Conversant with National Strategies, National Curriculum • Understanding of conduct of performance management • Trained in Equality of Opportunity • Practical understanding of effective teaching and evaluation strategies • Awareness of the characteristics of an effective special school • Awareness of strategies to raise pupil achievement and manage behaviour • Able to motivate students and staff, setting high standards and provide a focus for improvement • Experience of adapting the National Curriculum to meet the needs of students with a wide range of SEN. 	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>



<ul style="list-style-type: none">• Experience of monitoring and evaluating teaching• Involvement in school improvement work• Specialist subject knowledge.	D D D	A/I A/I A/I
Personal Qualities <ul style="list-style-type: none">• Ability to relate well to students and adults• Ability to work constructively as part of a team• Ability to remain calm under pressure• Good co-operative, interpersonal and listening skills• Flexible and willingness to accept change.	E E E E E	A/I A/I A/I A/I A/I

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check.

All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.