

Job Description / Person Specification

Post: Main Scale Teacher of SEND

School: St Mary's C of E Primary

To make the shortlisting process more effective and to offer candidates the best chance to communicate their suitability for the post, please answer each point with clear reference to the requirements below.

We are seeking a SEND teacher for children working across our outstanding KS1 and KS2 SEND POD Classrooms. The ideal candidate will deliver carefully plan, personalize learning experiences that respond to individual needs and strengths of children working with EHCPs or in the process of attaining an EHCP who struggle to access a mainstream classroom. This post includes adapting the curriculum, using assessment to inform targeted interventions, and designing structured, engaging routines that enable pupils with SEND to thrive. A strong belief in teamwork is essential, as is a commitment to ongoing professional development and working collaboratively with colleagues, families and external agencies to ensure the very best outcomes for our children. The successful candidate will work in a team and closely with the SENDCO to ensure best outcomes for all children.

Teaching and Learning

To undertake the teaching of SEND pupils across a wide range of learning differences.

To provide a quality of teaching and learning provision so that all pupils make progress in line with the targets and recommendations of their Learning Plans or EHCPs.

To work closely with the main school SENDCO to monitor pupil development. To contribute actively to provision mapping and annual reviews.

To support pupils, if appropriate, during any involvement with the main school, personalising learning as needed.

To supervise, plan and guide, as appropriate, the work of any support staff who are assigned to work with the group.

To take account of pupils' prior attainment, learning styles and needs and use them to set appropriately challenging targets and learning activities.

To keep high quality records to promote tracking and monitoring of pupil progress using data and teacher assessment records.

To mark, assess and report on pupils' work in line with school policy, providing constructive oral and written feedback with clear targets and guidance for future improvement.

Pastoral Care

To provide pastoral support and guidance for all pupils in the post holder's care, classes or tutor group.

To take responsibility for promoting and safeguarding the welfare of children and young persons.

To work closely with the class teachers for pupils in The Pod.

To be the first point of contact for parents of children attending The Pod.

To set targets for high expectations for pupils' behaviour, learning, motivation and presentation of work by establishing a purposeful working atmosphere and providing challenging and inspirational learning experiences.

To offer Parent Evenings' meetings to Pod families

Flexibility

The above list is not exhaustive and other duties may be attached to the post from time to time.

The SEND Teacher will be required to attend training relevant to the role.

Safeguarding

To be aware of and implement the measures detailed within the School's Safeguarding Policy and to work with the Designated Safeguarding Lead to ensure the welfare and well-being of all pupils at the school.

Minimum Essential Requirements	Method of Assessment
A fully qualified teacher	
Training and experience of working with pupils with mild to moderate SEND	Application
To have good experience of working across key stages but a particular interest in EYFS	Application
Patience, compassion and a calm approach	Application/ classroom observation

The ability to make learning accessible for all learners	Application
To have experience of analysing assessment data and to show you are able to use data to further improve and develop learning	Application
A passion for supporting children with SEND with the belief that every child can achieve with the right support	Application
Excellent communication skills to enable you to work as part of a team and communicate effectively with parents	Application
A knowledge and understanding of effective safeguarding	Application/Interview

Desirable Requirements

<u>2. Classroom Related Abilities</u>	
2.1 The ability to plan and organise the delivery of the adapted curriculum to meet the needs of the children in The Pod	Application Form/Interview
2.2 The ability to use a variety of teaching styles including individual, group and whole class approaches.	Application Form/Interview
2.3 The ability to plan, deliver and evaluate learning programmes for children with SEND	Application/Interview
2.4 The ability to create a purposeful, orderly, supportive, stimulating and safe classroom environment for children's learning.	Application Form/Interview
2.6 The ability to work collaboratively within the school team of teachers and teaching assistants.	Application/Interview
2.8 The ability to support the direction and progress of the school as part of a team	Interview
2.9 The ability to demonstrate excellent classroom practice	Classroom Observation
<u>3. Special Knowledge</u>	
3.1 Understanding the learning, social and pastoral needs of pupils in an urban context	Application/Interview

3.2 Understanding of EHCPS and how to effectively plan for children using their EHCP targets	Application/Interview
3.3 Awareness of the various cultures represented in urban areas and the ability to disseminate this positively to children	Application/Interview
3.4 Awareness of the principles and practice of equal opportunity	Application/Interview
3.5 Awareness and understanding of the principles and practice of social inclusion	Application/Interview

4. Interpersonal Skills	
4.3 The ability to use speaking and listening skills in different contexts within the school	Interview
4.4 The ability to show flexibility in working with children, parents and colleagues	Interview
4.5 The ability to establish and maintain good relationships with children, parents and colleagues	Interview
4.6 The ability to show initiative, be proactive and creative in your approach to teaching	Interview
4.7 The ability to listen and act on advice	Interview
4.8 A willingness to contribute to the broader life of the school.	Interview