

Warmley Park School and College

Aspire, Believe, Enhance, Achieve



Teacher Job Description

Warmley Park School is fully committed to promoting the safety and wellbeing of pupils. All staff are expected to undertake safeguarding training and implement processes identified in the school safeguarding policy. Staff are also expected to follow the staff code of conduct.

Background

Warmley Park School and College is a 2-19 local authority maintained provision for pupils with severe learning difficulties and those with profound and multiple difficulties and autistic spectrum disorders. Each pupil has an Individual Education Plan which sets targets for pupils relating to their needs and which is updated each term. Each pupil also has an Education Health and Care Plan which is reviewed annually.

The school staff work with a wide range of professionals involved with the children and their families, it is therefore vital that the successful candidate is well organised and systematic in the way that they work. This will require team teaching and the ability to work well with support staff.

This post requires a full-time teaching commitment to a class of pupils with severe and profound and multiple learning difficulties and ASD. These pupils need clear structures, access to visual communication strategies (PECS), Makaton, ICT and a good understanding of sensory needs. Good organisational and communication skills will be needed with the class team supporting teaching and learning.

Pupils use the Warmley Park schemes of work written specifically for students with severe learning needs. Some pupils require a sensory approach to the curriculum, where they are working at very early levels of development. Teachers are expected to differentiate the curriculum in line with the needs of the pupils they are working with.

This post requires a good knowledge of the curriculum with modification to enable access for pupils with special educational needs. Use of ICT to enable access is vital and the involvement of pupils in their own target setting.

The school is committed to positive behaviour management and all staff are expected to be trained and support its principles (Proact SCIPrUK).

Main Purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Responsibilities

- To ensure the safety and wellbeing of pupils and uphold safeguarding practice.
- To plan, teach, and assess a mixed group of pupils with severe and profound and multiple learning difficulties and ASD.
- To effectively liaise with parents and professionals to ensure continuity of teaching and learning.
- To uphold professional standards as a teacher and role model.
- To show creativity and dynamic approaches to teaching and learning including using initiative to support pupils to overcome barriers to learning.
- An ability to show innovation and expertise in communicating effectively with pupils, parents, other teachers, teaching assistants, and professionals involved with the school.

Planning

- To use existing planning structures and plan effectively and successfully for the lessons which will be delivered to the relevant class group.
- To plan for pupils and teaching assistants under the direction of the leadership team.
- To identify appropriate learning targets and behaviour strategies for pupils and share them with parents as appropriate.

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils to include all pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge including knowledge of approaches for SEN.
- Participate in arrangements for preparing pupils for accreditation where appropriate.

Assessment

- To use existing structures to include students, parents and other professionals in the assessment process.
- To support individual student target setting.
- To report to parents and the local authority via Annual Reviews.

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.

Health, safety and discipline

- Promote the safety and wellbeing of pupils.
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

Professional development

- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.
- Where appropriate, take part in the appraisal and professional development of others.

Communication

- Communicate effectively with pupils, parents and carers.
- Communicate effectively with class team, colleagues and other professionals.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers.
- Contribute to the recruitment and professional development of other teachers and support staff.
- Deploy resources delegated to them.

Professional Attributes

- To take part in training and performance management in order to promote the aims of the school.
- To develop a personal portfolio identifying areas for development and areas of expertise.