

## JOB DESCRIPTION

<b>Post Title:</b>	Primary/Secondary Teacher for Fen Rivers
<b>Location:</b>	Kings Lynn, Norfolk
<b>Department:</b>	Fen Rivers Advocacy Team
<b>Salary Grade:</b>	Main pay Scale
<b>Contract:</b>	Permanent; 32.5 hours per week: Monday – Friday term time only
<b>Responsible to:</b>	Headteacher
<b>Responsible for:</b>	Pupils, Parents and the Fen Rivers Team

### Purpose of the Job:

- To work in our alternative education provision and teach students who have emotional and behavioural difficulties, in small groups. The work is intensive requiring flexibility, sensitivity, patience and resilience.
- To be able to work with and engage all students with creativity and passion towards subjects.
- To primarily teach, produce schemes of work and lesson plans.
- To build rapport with students/families/carers is key to this role and you will need to liaise with a variety of agencies to problem-solve student issues and barriers to learning and inclusion principles at the heart of all practice.

### Main Responsibilities

#### Teaching and learning:

- Creating an inspirational learning environment with high expectations of learner achievement, success and progression, respecting individual differences in culture and background and reflecting this in the environment of the classroom.
- Planning, producing, and updating schemes of work to meet curriculum, inspection, and accreditation requirements, taking into account guidance from the DfE and other regulatory bodies to ensure compliance with all current requirements.
- Preparing and delivering lessons/learning activities to individuals and groups of learners as required by the curriculum/timetable that:
  - Is kept informed by relevant and up to date subject, curriculum and pedagogical knowledge.
  - Reflecting on the wide range of needs of students within your classroom.
  - Using a range of teaching and learning strategies and resources in line with the school's teaching and learning policy adapted to learners' individual needs.
- Developing learning resources and learning routes that meet learner needs and the requirements of the Bridge MAT and commissioner requirements.
- Preparing lessons for off-site students for support staff to deliver
- Implementing and maintaining systems for monitoring and evaluating learning activities to ensure they are effective and worthwhile and best practice is maintained.
- Identifying clear teaching objectives, learning outcomes and Individual Education Plans (IEPs)
- Supporting and guiding learners so that they can reflect on their learning, identify the progress they have made and set positive targets for improvement.
- Maintaining a regular system of monitoring, assessment, record-keeping and reporting of student's progress using targets, tracking and other school systems.
- Providing management information and other statistical data

- 
- Maintaining good order and discipline among the students, safeguarding their wellbeing. Setting high expectations for behaviour and being responsible for behaviour management within your classroom and aiding in behavioural management across the school.
  - Building effective and supporting relationships with students and families/carers; embedding that trust and support within the education process. Liaising with outside agencies as appropriate.
  - Working as part of a team to ensure effective pastoral support for learners.
  - Ensuring the effective use of support staff within the classroom.
  - Undertaking relevant administrative tasks associated with the teaching function including examination/accreditation entries for learners, register taking and invigilation.

#### Safeguarding

- Report any disclosure made to you to the appropriate person.
- Report any safeguarding concerns in the workplace to the appropriate person.
- Maintain an awareness of the Trust policies in relation to safeguarding.

#### Other general duties

- To Safeguard and protect children in accordance with the Bridge MAT'S Policies and Procedures at all times.
- To maintain confidentiality of information; it will be necessary to comply with all requirements related to the Data Protection Act/ General Data Protection Regulations (GDPR).
- To treat everyone with respect, dignity, and fairness and to acknowledge and celebrate diversity.
- Comply with The Bridge policies and procedures including safeguarding, child protection, health and safety, data protection and confidentiality.
- Undertake personal and professional development activities and liaise with other staff so knowledge and best practice can be shared.
- Other responsibilities commensurate with the post.

#### Additional information

- Fen Rivers is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice will be followed, and pre-employment background checks will be undertaken before any appointment is confirmed. The post is subject to an enhanced DBS check.
- At Fen Rivers we value equality, diversity and inclusion. We are wholeheartedly committed to the principle of equality of opportunity, both as an employer and as a provider of services. Diversity and Inclusion is part of what we do every day, working to deliver our vision to build a strong society where everyone has good people around them, a purpose, and a good place to live.

**Experience, Skills and Abilities**

**Essential**

- Comply with The Bridge policies and procedures including safeguarding, child protection, health and safety, data protection and confidentiality.
- Undertake personal and professional development activities and liaise with other staff so knowledge and best practice can be shared.
- Experience of working with our cohort of young people including those with complex, high behaviour and additional learning needs.
- Extensive behaviour management experience with students who have complex needs and extreme behaviour.
- Relevant classroom teaching experience.
- Ability to work effectively with students with complex needs.
- Ability to communicate effectively both in verbal and written form.
- Ability to effectively use a variety of teaching and organisational styles and resources, including ICT to deliver outstanding teaching and learning.
- Ability to work as part of a team to deliver a holistic educational package.
- Ability to cope with emotionally demanding situations.
- Ability to manage your time effectively.

**Knowledge**

**Essential**

- An understanding of the political and educational context of social A clear understanding of the National Curriculum and its application.
- A robust knowledge of behavioural techniques and theories and their application.
- Knowledge of the statutory requirements of equal opportunities, discrimination, health and safety, safeguarding and child protection.
- A sound knowledge of planning and assessment techniques.
- A secure knowledge and understanding of subject(s)/curriculum area(s) and related pedagogy.
- An extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.

**Other**

- Awareness of and commitment to Equality & Diversity
- Willing to travel and work flexibly.
- Desire to develop and undertake training as required.