

Post: Primary Teacher SEMH

Responsible to: Head of School

Salary Grade: MPS plus SEN Allowance

MAIN PURPOSE OF THE JOB:

- To achieve the highest possible standards and outcomes for all pupils at Bramley Oak Academy.
- To develop a cohesive and personalised programme of learning for all pupils.
- To support the Senior Leadership Team in creating lasting improvement in the quality of provision and the management of teaching and learning through professionalism and high expectations.
- To develop measures to ensure a calm and productive working environment so that pupils can achieve their potential.
- To develop measures to encourage good attendance patterns by pupils.

KEY RESPONSIBILITIES OF THE JOB HOLDER:

To contribute to the development and improvement of pupils' participation in learning and Academy life.

Teaching and Learning

All teaching staff have a commitment to the following:

1. To play a lead role in the development of the nurture group in accordance with nurture group principles to ensure that barriers to learning are reduced and to support students to achieve their full potential.
2. To plan and deliver engaging and motivating experiences relevant to the nurture group principles.
3. Plan according to Bramley Oak Academy Teaching and Learning Policy.

4. Provide feedback and feedforward as per Bramley Oak Academy Marking and Feedback Policy.
5. Termly submissions of schemes of work to line manager.
6. Identify the individual learning needs of all pupils.
7. Monitor and review the progress of all pupils and contributing to IEPs and annual reviews of pupils.
8. Maintain pupil and class records, prepare and present reports.
9. Assessment monitoring and evaluation in line with Bramley Oak Academy Policy.
10. Set pupil targets on half-termly basis.
11. Prepare school reports in line with statutory requirements for reporting to parents and carers and to adhere to the annual schedule for completion of pupil profiles including attendance.
12. Take responsibility for tracking pupil progress and for the collation and monitoring of data to support teaching and learning.
13. Support parents/carers to promote home learning.
14. Undertake regular sampling and moderation of pupils work.
15. Identify and manage relevant resources required to sustain and embed high quality teaching and learning.
16. Keep abreast of developments in all relevant aspects of the curriculum.

Contacts & Relationships

1. To work in partnership with a range of agencies and providers as appropriate to deliver a broad and balanced curriculum offer.
2. To work with the SLT on the Bramley Oak Academy development plan and any other academy wide plans as directed.
3. To attend team meetings and participate in activities that support the senior leadership team in the maintenance of discipline and ethos.
4. To assist and support other members of staff to ensure the smooth running of the academy including involvement in offsite activities.

General

1. To work across the Academy as directed by the Deputy CEO.

2. To promote a high level of safeguarding understanding for all pupils.
3. To take an active role in encouraging good attendance of pupils.
4. To carry out the duties of a teacher as set out in the School Teachers Pay and Conditions document.
5. To adhere to Part 1 and 2 of the Teachers Standards at all times.
6. To carry out the duties and responsibilities of the post in accordance with Bramley Oak Academy policies and relevant to health and safety guidance and legislation.
7. To use IT systems as required to carry out the duties of the post in the most effective manner.
8. To participate in performance management and undertake training and professional development as appropriate.
9. To undertake other duties appropriate to the post that may reasonably be required by SLT.
10. To ensure that all services within the areas of responsibility are provided in accordance with Bramley Oak Academy's commitment to high quality provision.
11. At all times carry out the responsibilities of the post with regard to Bramley Oak Academy Equal opportunity policies.
12. Attend school-based meetings and complete relevant administrative tasks.
13. Undertake any other duties commensurate with the level of the post, as required to ensure the efficient and effective running of Bramley Oak Academy.
14. Be physically fit and prepared to undertake positive handling training with all staff as required by the SLT.
15. Be prepared to use, and support other staff, using positive handling techniques as a last resort in conflict management.

The scope of this profile reflects the needs of the Academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the Academy change over time.

PERSON SPECIFICATION: Primary Teacher SEMH

Qualifications:	Essential	Desirable
Qualified teacher status	√	
A Special Educational Needs qualification or relevant experience in the area of challenging behaviour.	√	

Knowledge and Experience:	Essential	Desirable
At least 3 years successful teaching in the primary sector, including evidence of involvement in the raising of achievement of challenging learners		√
Experience of developing and delivering programmes related to the designated JD	√	
Evidence of continuing professional development	√	
Evidence of knowledge and understanding of effective recording of assessment, and its use to promote the educational and personal development of all children in an educational provision	√	
Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the teaching and learning	√	
Evidence of clear view about future developments of area of responsibility in a SEMH academy, and an ability to manage change	√	

Skills and Competencies:	Essential	Desirable
An understanding of behaviour management strategies and excellent behaviour management skills based on a firm but empathetic approach with learners.	√	
An understanding of methods and good practice in reviewing and evaluating teaching and learning	√	
An understanding of national developments in the area of SEMH	√	
Ability to build effective working relationships with a range of partners and stakeholders.	√	
Ability to motivate colleagues and learners through a positive and professional attitude	√	
Strong interpersonal skills and an ability to communicate clearly both orally and in writing	√	
Ability to use key aspects of ICT to present data	√	
Ability to prioritise competing demands	√	
Ability to work as part of a team	√	
Ability to prioritise competing demands	√	
Ability to work as part of a team	√	

Other Qualities:	Essential	Desirable
Demonstrable commitment to inclusive education and children with SEND	√	
Capacity to work under pressure and to meet deadlines	√	
Capacity to work flexibility and to adapt to the changing needs of the children being taught	√	
Excellent attendance and punctuality	√	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	√	
A commitment to continuous professional development at both personal and team levels	√	
An understanding of, and commitment to, the Bramley Oak Academy's Equality and Diversity policies	√	
An understanding of, and commitment to, the Bramley Oak Academy's Health and Safety Policies	√	
Bramley Oak Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	√	