



JOB DESCRIPTION

Job Title: Teacher (6 Month Maternity Cover)

Salary: MPS/UPS

Contract: Fixed term until September 2027

Allowance: SEN

or until the substantive postholder returns,
whichever is sooner.

1.0 JOB PURPOSE

- 1.1 To promote the educational progress, wellbeing, communication, independence and holistic development of pupils through the delivery of high-quality, ambitious and personalised teaching and learning.
- 1.2 The postholder will plan and deliver engaging and meaningful learning opportunities which meet the wide range of educational, communication, physical, sensory, medical and developmental needs of pupils at Wilson Stuart School.
- 1.3 The postholder may be deployed within any of the school's pathways or Key Stages, according to the needs of the school, and will be expected to adapt their teaching and curriculum approach appropriately to meet the individual needs, abilities and aspirations of the pupils they teach.
- 1.4 The role will support pupils to make meaningful progress from their individual starting points, developing the knowledge, skills, communication, confidence, resilience and independence required to prepare them for their next steps and life beyond Wilson Stuart.

2.0 DUTIES AND RESPONSIBILITIES

Teaching and Learning

- 2.1 Plan, prepare and deliver engaging, ambitious and appropriately challenging learning experiences that meet pupils' individual needs, abilities and starting points.
- 2.2 Provide personalised and adaptive teaching which enables all pupils to access learning, participate meaningfully and make progress.
- 2.3 Use a range of appropriate teaching strategies, resources, communication approaches and assistive technology to support learning, engagement and independence.
- 2.4 Create a safe, stimulating, inclusive and purposeful learning environment in which pupils are supported to achieve their potential.
- 2.5 Promote pupils' communication, confidence, resilience and independence through meaningful learning experiences.
- 2.6 Provide opportunities for pupils to apply their learning in practical and real-life contexts, where appropriate



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Planning, Assessment and Pupil Progress

- 2.7 Plan learning which reflects pupils' individual needs, starting points and intended outcomes.
- 2.8 Set, assess and review appropriate individual learning targets, taking account of EHCP outcomes, Personal Learning Goals and the curriculum expectations of the relevant pathway.
- 2.9 Assess, monitor, record and report on pupils' progress and achievement using school systems and agreed assessment approaches.
- 2.10 Use assessment to inform planning, teaching and pupils' next steps in learning.
- 2.11 Contribute to EHCP annual reviews, reports and other pupil review processes as required.

Curriculum

- 2.12 Deliver the curriculum appropriate to the pupils and pathway in which the postholder is working.
- 2.13 Contribute to the planning, development and evaluation of curriculum provision, schemes of work and learning resources.
- 2.14 Ensure that learning is appropriately adapted, meaningful and relevant to pupils' individual needs and developmental levels.
- 2.15 Support pupils in developing the knowledge, skills and independence required for their future lives and next steps.
- 2.16 Contribute to enrichment, educational visits, community-based learning and wider school activities as appropriate.

Pupil Wellbeing and Behaviours

- 2.17 Build positive and professional relationships with pupils and promote their wellbeing, confidence and self-esteem.
- 2.18 Maintain high expectations for pupil engagement, participation and behaviour.
- 2.19 Implement agreed strategies to support positive behaviour, communication and regulation.
- 2.20 Promote pupils' independence, dignity, choice and inclusion.
- 2.21 Ensure pupils' health, safety and wellbeing are appropriately supported throughout the school day.

Working with Others

- 2.22 Effectively deploy, direct and support Teaching Assistants and other classroom staff to promote pupils' learning, progress and independence.
- 2.23 Work collaboratively with colleagues, therapists, medical staff and other professionals to provide a consistent and holistic approach to meeting pupils' needs.
- 2.24 Establish positive and professional relationships with parents and carers and communicate effectively regarding pupils' progress, achievement and wellbeing.
- 2.25 Contribute positively to pathway, curriculum and whole-school working.

Safeguarding, Health and Safety

- 2.26 Promote and safeguard the welfare of children and young people at all times and follow school and Trust safeguarding procedures.
- 2.27 Maintain appropriate professional boundaries and standards of conduct.



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- 2.28 Follow relevant risk assessments, healthcare plans, moving and handling guidance and individual pupil protocols.
- 2.29 Work collaboratively with appropriate professionals to ensure pupils' physical, medical, personal care and health needs are safely supported.
- 2.30 Undertake relevant training necessary to meet the needs of pupils and fulfil the responsibilities of the role.

Professional Responsibilities

- 2.31 Carry out the professional duties of a teacher in accordance with the Teachers' Standards and the current School Teachers' Pay and Conditions Document.
- 2.32 Maintain accurate pupil records, including registers, assessments and relevant documentation.
- 2.33 Participate in appraisal, professional development and relevant training.
- 2.34 Attend and contribute to staff meetings, parents' evenings, reviews and other school activities as required.
- 2.35 Maintain high standards of professional conduct, confidentiality and integrity.
- 2.36 Promote equality, diversity and inclusion and support the ethos, vision and values of the school and Trust.
- 2.37 Contribute positively to the wider life and continued development of the school.

3.0 FLEXIBILITY AND DEPLOYMENT

- 3.1 The postholder may be deployed within any of Wilson Stuart School's pathways or Key Stages according to the needs of the school.
- 3.2 The postholder will therefore be expected to demonstrate flexibility and adaptability in their professional practice and to develop and apply the knowledge, skills and teaching approaches necessary to meet the individual needs of the pupils they teach.
- 3.3 The teacher will be expected to deliver the curriculum and adopt the teaching, learning and assessment approaches appropriate to the relevant pathway, while maintaining consistently high expectations for pupil progress, participation, wellbeing and independence.

4.0 SUPERVISION AND RESPONSIBILITY

- 4.1 Responsible to:
The relevant Pathway Lead and Senior Leadership Team (SLT).
- 4.2 Responsibility for others:
The postholder will be responsible for the effective deployment, direction and professional support of Teaching Assistants and other support staff working within their classroom or learning environment.
- 4.3 The postholder does not necessarily hold formal line-management responsibility for those staff but is responsible for ensuring that available classroom support is deployed effectively to promote pupils' learning, progress, safety and independence.



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5.0 CONDITIONS OF EMPLOYMENT

- 5.1 The responsibilities of the post are in accordance with the current School Teachers' Pay and Conditions Document, Teachers' Standards and relevant school and Trust policies and procedures.
- 5.2 The postholder will be expected to undertake the professional duties of a teacher and any other reasonable duties commensurate with the nature and level of the post.