

Job Description			
Job Title:	Teacher – Specialist Resourced Provision and Leading Practitioner - SEN	Job Category:	Teaching
Grade:	Teacher Salary Scale inc. OLW + SEN Allowance	Hours of work:	Full time
Responsible to:	Principal		
Functional Links with:	All staff, parents/carers, pupils, stakeholders, external agencies or provisions		
Main Purpose of the Job:			
To lead the provision of the Specialist Resource Base for children with multi and complex needs. To provide high quality, effective, flexible support for children placed in the Specialist Resource Base including outreach to other schools when requested to aid re integration. To support all staff in identifying the needs of SEN pupils and to disseminate effective teaching approaches. To work with pupils, class teachers and parent/carers to ensure realistic and challenging expectations of SEN pupils.			
Major Duties & Responsibilities:			
Areas of Responsibility and Key Tasks			
<b>a) Strategic direction and development of the Specialist Resourced Provision</b> <ul style="list-style-type: none"><li>• Be responsible and accountable to the Principal for the quality of Education: Learning, Teaching, Behaviour and Inclusion in Specialist Resource Base.</li><li>• Lead and manage the work of the Specialist Resource Base on a day to day basis.</li><li>• Support the vision, ethos and policies of the school and promote high levels of progress and achievement in the Specialist Resource Base</li><li>• Monitor the progress of the children and evaluate the effects on teaching and learning</li><li>• Ensure that parents/carers are well informed about the curriculum, targets, and children’s progress and at annual reviews.</li><li>• Implement policies and practices which reflect the school commitment to inclusion through effective teaching and learning.</li><li>• To liaise with external advisers or professionals to ensure that professional development opportunities are fully utilised.</li><li>• To work with Strategic partners, advisers or external bodies as critical friends to raise standards in the Specialist Resource Base.</li><li>• To manage all aspects of budget allocation for the Specialist Resource Base effectively and efficiently.</li></ul>			
<b>b) Teaching and Learning</b> <ul style="list-style-type: none"><li>• Develop, plan and evaluate a personalised curriculum for children in the Specialist Resource Base</li><li>• Teach whole class, small group and 1:1 sessions to meet children’s personalised curriculum and their individual needs (e.g. life skills, social skills, literacy, numeracy, speech and language).</li><li>• Ensure good behaviour for learning of children within the Specialist Resource Base.</li></ul>			

- Organise, conduct and report on annual review meetings.
- Set and regularly review children's individual targets within the Specialist Resource Base.
- Regularly monitor and review data assessments and in-class provision for the children in the Specialist Resource Base.
- Liaise with curriculum leaders to advise on strategies and techniques, teaching and learning styles that enable the Specialist Resource Base children to better access the curriculum and to reduce barriers to learning.
- To develop individual educational programmes which enable pupils to access mainstream provision.
- Implement, monitor and evaluate strategies to ensure that all Specialist Resource Base children have the highest possible outcomes.
- Plan effective transition packages.
- To keep up to date with research resources legislation and LEA policy by attending courses and/or SENCO Forum Groups.
- To keep up to date with developments in all Children's' Acts, Education Acts, Codes of Practice, LA Strategic Plans and other relevant guidance.
- To co-ordinate the timetable and allocation of Specialist Resource Base TAs.

**c) Leading and Mentoring Staff**

- Provide support and advice on teaching children with SEN and complex needs.
- Demonstrate an excellent ability to advise and support other teachers by providing clear feedback, good support and sound advice to others.
- Provide examples, coaching and training to help others become more effective in their teaching of SEN children.
- To be mindful of reports and recommendation from external bodies and to use their advice or guidance to raise standards within the Specialist Resource Base.
- To keep up to date with curriculum changes and recent SEND research to ensure children's progress and enhanced teaching and learning across the school.

**d) Outreach Roles**

- Provide outreach support to, and liaison with home schools or receiving schools to ensure successful integration and transition into and from the Specialist Resourced Provision
- Attend network meetings and work with other provision leaders
- Demonstrate best practice in teaching and learning for complex needs children
- Work collaboratively with other professionals, parents/carers
- To develop a range of specific resources for teaching
- To provide mentoring and coaching opportunities for staff.

**Additional Responsibilities**

You may reasonably be expected to perform duties of a similar nature to those outlined in the job description.

- To undertake any tasks deemed appropriate by the Principal.

**Review**

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

This description should be seen as supplementary to the basic job description as set out in the statutory instruments within education (school teachers pay and conditions document) which is updated on a yearly basis.

**Entitlement**

The Principal and the Local Governing Body are fully committed to ensuring the professional effectiveness of the teacher in this role through support for the provision of professional development opportunities

This appointment is subject to the current conditions of employment for Core Subject Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and other current legislation.

**Last Updated By:**

HR

**Date:**

Oct 2021

Person Specification	Essential / Desirable
<b>Qualifications</b>	
Qualified to degree level	E
Evidence of professional development relevant to the Advanced Skills Teacher (now Lead Practitioner) standards.	D
Qualified Teacher Status	E
SEN qualification	D
<b>Experience</b>	
Excellent classroom practitioner with consistent record of delivering outstanding lessons	E
Evidence of continued relevant professional development	E
Experienced in the use of performance data to track student progress and monitor achievement	E
Evidence of contribution to whole school improvement	E
Involvement in a key departmental/professional development.	D
Evidence of providing professional development to teachers including coaching, mentoring and training in order to improve the teaching practice of others.	D
Experience of leading training sessions both in school, and to other schools / organisations.	D
<b>Skills &amp; Abilities</b>	
Excellent knowledge of classroom skills and Teachers Standards	E
Excellent understanding of the SEND Code of Practice	E
Excellent understanding of the Ofsted framework and what constitutes effective teaching and learning	E
Positive pupil behaviour management skills	E
Effective team member and leader	E
<b>Knowledge &amp; Understanding</b>	
Familiar with recent developments in teaching and learning including strategies for raising achievement	E
Statutory curriculum knowledge and awareness of curriculum changes	E
Maintaining good records of pupils' work	E
<b>Personal Attributes</b>	
Resilient attitude and ability to handle difficult situations	E
Ability to inspire trust and confidence	E
Ability to engage and motivate pupils and staff	E
Be sensitive to children's needs and have empathy with pupils of all abilities	E
Good organisational skills	E
Have a positive and flexible approach	E
Ability to work as part of a team	E
Ability to maintain confidentiality	E
Confidently deliver/present to a variety of stakeholders	D