



Saxon Hill Academy

and
Physical Disability Support Service

JOB DESCRIPTION & PERSON SPECIFICATION		
Post Title	Grade	Date
Teacher	MS + SEN allowance	Oct 2012

REPORTING RELATIONSHIPS

Responsible to: The post holder is responsible to the Headteacher in all matters and to an identified member of the management team in respect of curricular matters.

Responsible for: Providing general teaching to children with special educational needs across the school.

MISSION STATEMENT

Here at Saxon Hill it is our mission to enable all our young people to reach self-actualisation, to challenge barriers to success and to become equal and valued participants in society.

"This Academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment"

GENERAL DESCRIPTION

Saxon Hill converted to academy status on the 1st November 2015, becoming a member of the Shaw Education Trust. We are a special academy for children and young people with physical disabilities and complex medical needs aged between 2 and 19 years. Pupils can access our residential, short-breaks provision we call Sleepover Club, which has been judged to be outstanding by Ofsted for many years.

You are required to carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions document.

1. Impact on educational progress of students

- Identify appropriate attainment and / or achievement targets
- Monitor students standards and achievement against termly targets
- Monitor planning, curriculum coverage and learning outcomes
- Monitor standards of student behaviour and application
- Plan and implement strategies where improvement needs are identified

- Ensure that relevant attainment/achievement targets are met

2. Leading, developing and enhancing the teaching practice of others

Working with other lead professionals:-

- Maintain personal expertise and share this with other lead professionals as necessary
- Act as a role model of good classroom practice for other lead professionals, modelling effective strategies with them
- Monitor and evaluate standards of teaching in your subject area, identifying areas for improvement
- Plan and implement strategies to improve teaching where needs are identified

3. Accountability for leading, managing and developing the curriculum

Working with other relevant personnel:

- Identify relevant school improvement issues
- Maintain and adapt schemes of work in line with the needs of the children and young people
- Define and agree appropriate improvement targets
- Set pupil targets and input them to our systems
- Evaluate pupil targets and input them to our systems
- Provide the Headteacher (or identified member of the Leadership Team) with relevant subject curriculum area of student performance information

4. Working as a Classroom Practitioner

As a practitioner you will:

- Identify clear teaching objectives and specify how they will be taught and assessed
- Set appropriately structured, demanding targets which build on prior attainment
- Provide clear structures for lessons and maintain pace, motivation and challenge
- Make effective use of assessment and ensure coverage of all areas of learning
- Ensure effective teaching
- Create an effective and stimulating environment for teaching and learning to take place
- Monitor and intervene to ensure sound learning and discipline
- Use a variety of teaching methods to deliver appropriate content
- Effectively use appropriate learning resources including ICT
- Evaluate own teaching to improve effectiveness
- Manage all other adults in the classroom
- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Prepare and present reports to parents (verbally and written)
- Attend and lead Annual Reviews for students in your group
- Establish effective working relationships and set a good example through presentation and professional conduct
- Contribute to the corporate life of the school through effective participation in meetings and management systems
- Liaise effectively with parents, governors, multiagencies and other stakeholders
- Take responsibility for their known professional development duties in relation to school policies and practices

5. Working with other agencies

As a lead professional you will

- Develop working relationships with on-site para-medical colleagues
- Understanding the need for young people to receive medical care during the day (including in classrooms)
- Work with colleagues from the on-site residential social care team to ensure information is passed on

6. Miscellaneous duties

As a qualified teacher you will:

- Take on any additional responsibilities which might from time to time be determined necessary by the Headteacher.

PERSON SPECIFICATION

	Desirable	Essential
Qualified Teacher		✓
Good Honours Graduate	✓	
Experience of general SEN teaching	✓	
Commitment to Equal Opportunities		✓
ICT Literate		✓
Possess excellent communication and interpersonal skills		✓
The ability to relate well to adults and students at a variety of levels		✓
Desire to support student development via the role of Class Tutor		✓
Enjoy working as part of a team		✓
Have worked with students who have special needs	✓	
Interest in participating in extra-curriculum activities	✓	
Potential for continuing professional development		✓
Empathy for young people		✓
Capacity for sustained hard work		✓
Enthusiasm		✓
Commitment to working within a school which embraces change		✓
Commitment to holistic child-centred practice		✓
A belief in inclusion		✓