

# Job Description



Job title	<b>SEN Teacher</b>	Contract	<b>Permanent</b>
Department	<b>SEND</b>	Reports to	<b>SENDCo</b>

## Our mission

To inspire our family of schools to provide opportunities for our pupils, staff and leaders to be the best they can be; to create a passion for lifelong learning; to enable our pupils to become confident and impactful world citizens.

## Your role

Bower Park Academy has a large and vibrant SEND provision which is constantly being developed to meet the diverse range of needs within the school. The role of the SEND Teacher is to work alongside the SENDCo and other staff in the SEND Department to develop strategies and interventions to meet the needs of the students. The successful candidate needs to be able to provide a high quality, challenging and differentiated educational experience, ensuring pupils achieve the excellent outcomes they deserve. The successful candidate will need to be able to deliver an alternative curriculum offer; The Princes Trust and Functional Skills to a small number of students. The successful candidate will develop their expertise to support staff delivering adaptive learning strategies in classroom.

## Person specification

Qualified Teacher Status in Subject Area	Essential
Experience of teaching across both Key Stages either on teaching practice or your current post	Essential
To demonstrate the skills of a good teacher	Essential
The ability to interest, encourage and engage students	Essential
Provide appropriate levels of challenge so that students learn effectively and acquire new skills and knowledge	Essential

Use methods and resources that enable all students to learn effectively and acquire new skills and knowledge	Essential
Use assessment information effectively to plan next steps in students learning	Essential
Secure high standards of behaviour	Essential
Enable students to develop the skills to work independently and collaboratively	Essential
Create a well organised, stimulating learning environment	Essential
A commitment to raising achievement	Essential
The ability to work as part of a team in planning and implementing the curriculum	Essential
The ability to work within the framework of national and whole school policies to ensure consistency of practice	Essential
The ability to relate to and communicate effectively with parents and carers and to encourage their active participation in the educational process	Essential
A commitment to further your own professional development and to the principle of continuous improvement	Essential
A proven track record of recent and successful class teaching	Essential
Good understanding of current theory and practice of best practice in teaching and learning	Essential
Knowledge of the National Curriculum	Essential
Good subject knowledge for identified preferred subject	Essential
Understanding of effective strategies for maintaining high standards of discipline within the classroom	Essential
An understanding of equality of opportunity issues and how they can be addressed in schools	Essential
An understanding of and a commitment to safeguarding students.	Essential

## Accountabilities

Strategy	<ul style="list-style-type: none"> <li>■ Is aware of and understands the ELAT Vision, Mission and Values</li> <li>■ Will make a positive contribution to the teaching and learning programme in accordance with the ethos, aims and objectives of the school.</li> <li>■ To fulfil all of the responsibilities and duties required by the Academy's policies on Teaching and Learning.</li> </ul>
Planning	<ul style="list-style-type: none"> <li>■ Plan work to meet the learning needs of allocated pupils in a consistent and effective way.</li> <li>■ To assist SLT to ensure that the curriculum area provides a range of teaching which compliments the Academy's strategic objectives.</li> <li>■ Develop and maintain up-to-date knowledge and understanding of the areas of teaching and student support for which post-holder is responsible.</li> </ul>
Delivery	<ul style="list-style-type: none"> <li>■ Use appropriate teaching and classroom management strategies to motivate pupils and enable each to progress appropriately.</li> <li>■ Monitor the progress of students for whom the post holder is responsible to set expectations and give constructive feedback.</li> <li>■ To participate in and contribute to department/Academy's extra-curricular programme</li> <li>■ Monitor the progress of students for whom the post holder is responsible to set expectations and give constructive feedback.</li> <li>■ Make an active contribution to the policies and aspirations of the Academy</li> </ul>
People Management / Organisational Development	<ul style="list-style-type: none"> <li>■ To achieve any performance criteria or targets arising from the Academy's Performance Management arrangements</li> <li>■ To maintain required level of CPD</li> <li>■ To fulfil all of the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers.</li> </ul>
Information Management and Reporting	<ul style="list-style-type: none"> <li>■ Maintain appropriate records to demonstrate progress made by students.</li> <li>■ Safeguarding and Promoting the Welfare of Students working with the Designated Protection Person the post holder will: <ul style="list-style-type: none"> <li>■ Identify and record any child protection concerns</li> <li>■ Contribute information as required for Common Assessment or Multi- Agency meetings</li> <li>■ Act at all times in line with the school's Child Protection procedures.</li> </ul> </li> </ul>
Data Protection	<ul style="list-style-type: none"> <li>■ All staff have a responsibility under the 2018 (GDPR) Data Protection Act to ensure that their activities comply with the Data Protection Principles. Staff</li> </ul>

	should not disclose personal data outside the Trust's procedures, or use personal data held on others for their own purposes.
Health and Safety	<ul style="list-style-type: none"> <li>Hold responsibility to avoid action that could threaten the health or safety of themselves, other employees, customers or members of the public.</li> </ul>
Good Citizenship	<ul style="list-style-type: none"> <li>Hold personal accountability in ensuring continual focus on enhancing the staff and pupil experience through actions, words and behaviour. Our pupils are the most important members of our institution and must be treated as such.</li> </ul>

Key Stakeholders	<ul style="list-style-type: none"> <li>Pupils, Staff, Academy SLT, Trust SLT, Trust Board, LGC Members, Parents, guardians and members of the interested public, relevant authority bodies.</li> </ul>
Trust Values	<ul style="list-style-type: none"> <li>Passion, Respect, Inclusion, Challenge, Openness</li> </ul>