Teacher

Service:	Northern Counties School
Responsible To:	Head of School
Salary:	MPS/UPS

Job Purpose

Your responsibility in delivering the curriculum will be to teach mainly in Key Stages 1, 2, and 3. You will teach mainly with pupils between the ages of 3 and 11.

Candidates to be considered

We will consider calling for interviews with candidates who are qualified teachers, experienced tutors, or individuals interested in becoming apprentice teachers; salary scales will reflect your experience and qualifications.

Main Duties

The post requires that you should take an appropriate share of the responsibilities attached to teachers generally within the school in connection with the teaching of pupils, the preparation and marking of their work and the promotion of their progress and welfare as set out in sub-paragraphs (11) and (12) of Paragraph 35 of the 2000 Document. You will work under the reasonable direction of the Headteacher and assigned line manager, who will ensure that a reasonable balance in the workload of each teacher is maintained.

As a teacher, you will be expected to:

- A deep understanding and to be up to date with all aspects of Safeguarding children.
- To demonstrate effective curriculum planning and preparation so that each pupil achieves the highest educational attainment possible.
- To develop learning and teaching strategies to meet individual pupils' needs, enabling them to achieve and develop.
- To demonstrate efficient classroom organisation and management so that effective teaching and learning can occur.
- To develop and maintain effective pupil assessment/recording schemes to meet the requirements of the curriculum.
- To establish effective working relationships with pupils, parents, and the multi-professional staff.
- To take an active part in the school's decision-making, planning and evaluation processes.

- To perform any other reasonable duty as directed by the Line Manager / Deputy/ Headteacher, such as participating in extracurricular activities or attending school events.

You will act as a coordinator for an aspect of the curriculum. As a curriculum coordinator, you will be expected to:

- To collaborate with staff to draft/review school policy for your area of responsibility.
- To develop a plan with staff to implement the school policy.
- To develop the curriculum with staff and contribute to whole school schemes of work where appropriate.
- To carry out and maintain an audit of the available resources for your area of the curriculum
- To take responsibility for the selection and ordering of resources within the budget allocated to your area of the curriculum.
- To draft proposals for the school development and improvement plans.
- To agree on targets with staff and ensure that these are carried out and achieved.
- To devise with staff an effective record keeping system for your area of responsibility and ensure that they are kept up to date and under review.
- To act as a consultant, advising and assisting staff on the processes/content of your area of responsibility.
- To disseminate information to those who need it.
- To monitor and evaluate teacher planning for your area of responsibility, supporting colleagues.
- To evaluate the work carried out in school within your area of responsibility to ensure that it supports the school policy, plans, and targets. Feedback on this information to staff and carry out appropriate action if necessary.
- To advise the Head teacher of difficulties, opportunities for development or resources needed to achieve the school policy.
- To ensure that the school is working within government and school guidelines by maintaining regular contacts with other schools, advisory staff, etc., to keep the school informed of developments/approaches being adopted elsewhere

Person Specification

Essential Criteria

Skills and Knowledge

- Knowledge of the capabilities of ICT applications for improving teaching and learning
- An excellent teacher with a clear understanding of learning and teaching processes
- Confident in own ability and a willingness to take on the challenge of working with SEN pupils within an interdisciplinary team
- Efficient and effective time management and organisational skills with the ability to prioritise
- Ability to teach across subject areas and an ability to differentiate effectively.

Qualifications and Training

- Qualified teacher status
- Evidence of own professional development
- Candidates who are working towards QTS may apply.

Experience

- Experience in successful classroom management
- Effective working relationships with staff, pupils, and parents

Personal Qualities

- Effective communication skills
- Shows respect for and commands respect from staff and pupils
- Demonstrate a flexible attitude
- Show a willingness to learn new skills and a commitment to CPD
- Ability to work as a team member, collaborating with professionals as part of an integrated approach
- Strong presence in the classroom and wider school
- Good record of attendance

Other Requirements

- A commitment to involve parents in the education of their children
- Show an understanding of inclusive practice and school community links
- A commitment to becoming involved in the life of the school as a resource within the community

Desirable Criteria

Skills and Knowledge

- Experience in leadership and management
- Knowledge of recent curriculum development initiatives
- In-depth knowledge of core curriculum subjects, including current accreditation.

Qualifications and Training

- Qualification/experience in Special Education
- Good honours Degree

Desirable Qualifications and Wider Knowledge

- ASD Qualification
- BSL Level 1

Experience

- Experience in teaching children with learning difficulties and modifying the National Curriculum
- Knowledge of assessing children with special educational needs

Personal Qualities

- Knowledge of interdisciplinary working
- Empathetic understanding of parents who have children with special needs
- Good role model
- Capacity to work under pressure and meet deadlines

Other Requirements

- Demonstrate the ability to build and maintain effective partnerships working with external agencies
- Links with SEN professional associations

Organisational Standards

The Northern Counties School operates in a demanding and often changing environment. Staff members must be flexible, adaptable, and willing to face changing circumstances and new opportunities. The following list of duties and responsibilities must, therefore, be taken as a guide and is not to be comprehensive.

Professional Duties

- Participate in the review of the Foundations Policies, Procedures and Processes
- Participate in arrangements for the performance development review process
- Participate in arrangements for further training and professional development
- Keep up to date with changes or developments within your professional area
- Fully participate in the induction and training programme provided by the Percy Hedley Foundation.
- Contribute to other staff's professional development, including the new staff's induction.

Equality and Diversity

- Promote equality of access to education, training, and employment opportunities for disabled people and advocate a positive attitude
- Recognise that disabled people are individuals who have specific needs
- Employ support strategies that will empower disabled people
- Show awareness of knowledge and display non-discriminatory behaviours at all times about culture, race, ethnicity, disability, gender, sexuality, and age
- Recognise the importance of inclusion by using appropriate means of communication at all times
- Be flexible, trying to meet the changing needs of disabled people and the environment.

Discipline, Health and Safety

- Adhere to and promote Percy Hedley Foundation Health, Safety and Welfare policy at all times
- Purchase equipment from a recognised source
- Report all incidents and accidents to Health and Safety Officer
- Maintain a high standard of record keeping in line with Percy Hedley Foundation policies and procedures.

Safeguarding

- Safeguarding is everyone’s responsibility.

- Percy Hedley Foundation have adopted recruitment and selection procedures and other Human Resource Management processes that help deter, reject, or identify people who might abuse vulnerable children/adults or are otherwise unsuited to work with them.
- The Trustees/Governing Body are committed to promoting the welfare of children and young people/adults, and staff are expected to ensure that the highest priority is given to following guidance and regulations to safeguard those in our care.

Confidentiality

- Respect confidentiality. All personal information about people using the foundation's services you have access to should be treated as confidential. Information about the people's needs, progress and assessment should only be shared with the team to aid support
- Remain objective and do not favour any gender, language or culture and comply with the Percy Hedley Foundation policy.

About Us

Northern Counties School collaborates with all stakeholders to provide an ambitious, stimulating environment to ensure our learners achieve the best educational outcomes possible. We understand that all learners are unique and empower them to achieve independence and success in the wider world. All our learners gain positive, progressive outcomes from their educational experiences; our ambition is to link national accreditations for all outcomes, which are linked incrementally to learners' preparation for their next steps and adulthood. We provide a safe and caring environment for all our learners and staff within Northern Counties School.

Percy Hedley Foundation is an ambitious, entrepreneurial, and innovative charitable business working person-centred to meet the needs of people with disabilities and their families. We provide high-quality services and seek opportunities to inspire and support people with disabilities to achieve their ambitions. Working together as one Foundation we achieve more than individual services would achieve alone. Our influence will be regional, national & international.

We are committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. Applicants should know that the post will only be offered to successful candidates subject to an Enhanced DBS check and other employment clearances.