

Job title	Teacher	Job family	Education
Reporting to	Head Teacher	Job code	EDC004
Location		Evaluation Date	28/02/2013

Main Purpose

Develops, plans and delivers the required level and standard of education to students/pupils through creative application of professional knowledge, pedagogic methods and teaching techniques.

Key Accountabilities

Quality

1. Plans, delivers and supervises study courses, lessons and activities in accordance with the school's curriculum and individual education programmes providing for the optimum academic, social and emotional development and achievement of students/pupils.
2. Ensures that the planning, delivery and evaluation of individual education programmes comply with the provisions set out in the National Curriculum: is consistent with the syllabus of the home school/college and supports the Educational Unit's programme.
3. Provides effective classroom management by communicating and implementing the school's rules and values to students/pupils. Ensuring a good standard of order and discipline is maintained within a culture of mutual respect
4. Ensures associated administrative duties related to attendance, assessments, case reviews are delivered to the agreed quality standards and timescales.
5. Fully participates in the corporate life of the school assisting with extra-curricular activities and events involving pupils, students, families and staff.

Innovation

6. Develops and maintains a stimulating learning environment using a range of pedagogic methods and teaching techniques designed to meet a variety of learning styles and a range of learning needs.

Value

7. Monitors, evaluates and tracks the progress and attainment of individuals against their individual education programme reporting progress on a regular basis to, families, home school/college, the relevant referring team and external agencies.

Knowledge & Skills

Graduate with the relevant post-graduate teaching qualification.
Sound understanding of the current legislation and statutory regulations relating to educational and care.

Experience

NQT status thus having gained appropriate teaching practical experience as part of teaching qualification within a relevant special needs environment.

Autonomy & Impact

Responsible for developing, managing and maintaining a stimulating, safe and well-disciplined learning environment making a significant personal contribution to the educational development of students/pupils through teaching and case conference reviews. The jobholder role is responsible for addressing the general pastoral needs of students/pupils and for resolving routine disciplinary issues.

Intelligent Problem Solving

Developing and planning study courses/modules, lessons and activities regularly requires some creative input based upon acquired knowledge and skills. Adaptive thinking will be required as the job holder will need to balance and prioritise the varied learning styles and needs of mixed ability students/pupils with varied educational and developmental needs.

Responsibility

Staff

Provides guidance and direction to assigned Learning Support workers/Teaching Assistants. Supports and assists new or less experience professional colleagues.

Budgets & equipment

Shared responsibility for the care and security of equipment, materials and consumables on site.

Informatics

Responsibility for the maintenance of accurate of student/pupil records and a shared responsibility for ensuring the confidentiality and security of School's data and information.

Communication & Interaction

This role requires highly developed interpersonal skills required to educate, motivate, coach, counsel and instruct students/pupils with special needs.

Working environment

The problems faced by students/pupils with special needs will present challenging situations, which demand a significant degree of physical and emotional resilience on the part of the jobholder.

Special Features

The role holder will be required to hold a current UK driving licence and undergo certified training and refresher courses for Child Protection, first aid and other negotiated areas of responsibility in addition to undertaking relevant CPD.

Upholding Company Values

Competency	Req'd Level	Descriptors
Quality - Of care, treatment, of facilities and of staff	3	<ul style="list-style-type: none"> ✓ Checks quality of own work ✓ Follows procedures ✓ Corrects errors and mistakes ✓ Complies with relevant regulatory and statutory requirements
		<ul style="list-style-type: none"> ✓ Double checks accuracy of own and work of others ✓ Carefully monitors and checks the accuracy and quality of others' work ✓ Values the input and expertise of colleagues ✓ Keeps clear, detailed records and files
		<ul style="list-style-type: none"> ✓ Introduces new systems and processes to improve quality ✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes ✓ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs ✓ Tests out hypotheses using modelling techniques to make predictions and forecasts ✓ Develops broad plans to take into account risks, conflicts, resources as well as timescales
Innovation - Being forward thinking and thought leaders	3	<ul style="list-style-type: none"> ✓ Adapts new services already introduced in other areas within the group ✓ Amends these services to suit the needs of the local service
		<ul style="list-style-type: none"> ✓ Proposes new services to regional management, taking into account the local needs of the area ✓ Assists and supports regional management with developing and implementing these new services
		<ul style="list-style-type: none"> ✓ Puts forward ideas and contributes towards the development of new services at a local and regional level ✓ Proposes new services to regional management, presenting concise and well thought out proposals which are feasible and financially attractive ✓ Takes calculated risks knowing the potential pitfalls and benefits involved ✓ Leads on implementation of these proposals within own unit, sharing best practice across other units within the region
Value - Due to transparency and flexibility	3	<ul style="list-style-type: none"> ✓ Prices services in line with local needs ✓ Reacts to local feedback regarding pricing of services
		<ul style="list-style-type: none"> ✓ Regularly reviews services and price points adjusting where appropriate ✓ Adjusts prices in line with demand for services
		<ul style="list-style-type: none"> ✓ Reviews and evaluates price points for services in relation to group wide context ✓ Questions and investigates to 'uncover' the real needs of the customer/clients ✓ Removes barriers to effective customer service ✓ Pre-empts and plans for changes in demand for services