

Job title	Teacher	Job family	Education
Reporting to	Head Teacher	Job code	EDC004
Location		Evaluation Date	TBC

Main Purpose

Plans, delivers and evaluates individual education programmes of in-patients in liaison with home schools/colleges, families and external agencies which provide for the continuity of academic study; facilitate educational and social development; and support the effective educational transition between hospital, home and school/college.

Key Accountabilities

Quality

1. Plans and delivers the unit's educational programme ensuring study courses, lessons and activities are planned, resourced and delivered to the agreed standards and that individual education programmes provide sufficient continuity to enable individuals to achieve their academic potential during their stay at a Priory Unit.
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. Communicates and implements the Unit's policies and values, ensuring appropriate behaviour within a culture of mutual trust and respect.
4. Ensures associated administrative duties related to attendance, assessments, statutory reviews are monitored and delivered to the agreed quality standards and timescales.

Innovation

5. Develops and maintains a stimulating learning environment through one-to-one tuition, problem-solving assignments and group activities which facilitate the social, emotional, physical and academic development of individuals during their in-patient stay.

Value

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

Knowledge & Skills

A fully qualified teacher with a good understanding of the range of different issues impacting on an individual's ability to enhance their learning during an acute episode or healthcare crisis resulting in an inpatient stay. A sound understanding of the current legislation and statutory regulations relating to educational and care and a detailed knowledge of the National Curriculum.

Experience

Post qualification teaching experience having had exposure to a range of teaching practice across a number of academic settings and either within a relevant healthcare and/or special needs environment where the jobholder has gained experience of curriculum planning and timetabling.

Autonomy & Impact

Responsible for ensuring the academic continuity of individuals who were previously engaged in a course of study through the design and delivery of tuition, assignments and activities which are consistent with the syllabus of the home school/college and the National Curriculum.

Intelligent Problem Solving

The role holder regularly applies adaptive thinking when balancing the academic and social needs of the learner against the mental, physical and therapeutic needs of the patient. The development, planning and delivery of individual education programmes regularly require some creative thinking.

Responsibility

Staff

May occasionally provide professional support for new or junior colleagues and direct the work of care staff assigned to the classroom and/or individual learners.

Budgets & equipment

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

Informatics

Responsibility for the maintenance of accurate records and a shared responsibility for ensuring the confidentiality and security of the Unit's data and information.

Communication & Interaction

This role requires a range of the highly developed interpersonal and communications skills, which ensure the effective delivery of tuition while supporting liaison with key stakeholders and participation in case conference meetings.

Working environment

The mental, physical, and social challenges experienced by some in-patients may, at times, give rise to unusual or anti-social behaviour, which can be emotionally, and physically demanding.

Special Features

The role holder will be expected to undergo certified training and refresher courses in a range of areas including Child Protection, Physical Intervention, aggression management, Health & Safety at Work and other specialist training related to the location 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