

JOB DESCRIPTION AND PERSON SPECIFICATION



THE GARDEN



THE PAVILION

Job Title	Class Teacher
Employer	The Garden School
Location	Hackney The Garden School, Wordsworth Road, London, N16 8BZ The Pavilion School, 28 Ickburgh Road, London, E5 8AD
Salary Grade	MPS/UPS + SEN Allowance + Inner London Allowance
Responsible to	Phase Leader and Senior Leadership Team
Responsible for	Teaching Assistants in class team

GENERAL REQUIREMENTS

To carry out the general and specific professional duties as set out in the current School Teachers' Pay & Conditions Document.

MAIN DUTIES

- Teach a small class group of six to nine pupils, assess and record progress linked to the school's broad and balanced curriculum, and online assessment system.
- Plan modified or differentiated work according to pupil's individual educational needs.
- Lead a small class team of support staff to deliver a creative curriculum, meeting the needs and aspirations of young people.
- Work as part of an inter-disciplinary team with families, health and social care practitioners, and visiting specialist teachers to safeguard pupils and support educational progress.
- Maintain regular links with families using the school's learning platform.
- Contribute to the Educational Health and Care planning and annual review process, write pupils annual report.
- Class Tutor.

Personal specification

Professional attributes

- Have high expectations of children, young people including a commitment to ensuring that they achieve their full educational potential.
- Establish a fair, respectful, trusting, supportive and constructive relationship with pupils.
- Hold positive values and attitudes and adopt high standards of behaviour in professional role.
- Communicate effectively with children, young people, colleagues, and stakeholders.
- Communicate effectively with parents' and carers, conveying timely and relevant information about attainment, objectives, progress and wellbeing.
- Have a commitment to collaboration and co-operative working where appropriate.
- Meet challenges with diplomacy.
- Be an effective team leader.
- Good time management skills and manage own workload.

Professional Knowledge and understanding

- Have a good up to date working knowledge and understanding of a range of teaching, learning and behaviour management strategies, with children and young people with learning disabilities, and know how to use and adapt them.
- Know how to personalise learning and provide opportunities for all learners to reach their full potential.

JOB DESCRIPTION AND PERSON SPECIFICATION



THE GARDEN



THE PAVILION

- Know how to analyse statistical information to evaluate the effectiveness of teaching on pupils learning.
- Know how children and young people develop, and how the progress rate and development and wellbeing of learners are affected by a range of developmental, social, cultural and linguistic influences.
- Know how to make effective and personalised provision for those within their age phase including those for whom English is an additional language or who have special educational needs or disabilities.
- Know how to take practical account of diversity and promote equality and inclusion in their teaching.
- Know the current legal requirements, national policies and guidance on safeguarding and the respect agenda for the benefit young people and the school community.

Professional skills

- Hold a teaching qualification.
- Demonstrate excellent and innovative pedagogical practice.
- Demonstrate excellent ability to assess, monitor and give feedback.
- Possess the analytical, interpersonal, and organisational skills necessary to work effectively with staff.
- Contribute to the school's development plan and solution finding ethos.
- Contribute to your own and others professional development by participating in peer observation, coaching, and team meetings.

Safeguarding

- As a professional teacher you will be committed to upholding the schools safeguarding procedures and practices and promoting the welfare of all learners.
- As a professional teacher you will be responsible for upholding the school vision and ethos and respect agenda for the safety and wellbeing of the school community.
- You will undertake a DBS check as required.

Personal development

You should be prepared to

- Be engaged in effective, sustained, and relevant continuing professional development.
- Be prepared to continue to engage in pedagogical enquiry.
- Engage in the school's performance management procedures.

General Requirements

- Take part in the school's performance management systems.
 - Enhanced DBS check.
 - Strong commitment to furthering equalities in both service delivery and employment practice. You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with.
-

JOB DESCRIPTION AND PERSON SPECIFICATION



THE GARDEN



THE PAVILION

Person Specification

Area of Focus	Essential:	Evidence:
Qualifications	<ul style="list-style-type: none"> ✓ QTS ✓ SEN qualification or evidence of specialist autistic spectrum conditions training and development such as SCERTS, TEACCH, PECS, Intensive Interaction, Attention Autism, Positive Behaviour Support 	<ul style="list-style-type: none"> • Application Form
Experience	<ul style="list-style-type: none"> ✓ Experienced in teaching pupils with autistic spectrum conditions and severe learning difficulties ✓ Outstanding special needs classroom practitioner ✓ Achieving relevant outcomes for pupils with autistic spectrum conditions and complex needs ✓ Proven success of implementing specialist strategies to address difficulties in the areas of communication, social interaction, sensory regulation and extremes of behaviour ✓ Successful multi-agency working ✓ Collaborative work with parents/carers ✓ Working in a multicultural inner city environment 	<ul style="list-style-type: none"> • Application Form • Interview • References
Teaching and Learning	<ul style="list-style-type: none"> ✓ Working knowledge and understanding of EYs Framework and the Pre-Key stage standards (and previously used 'P' levels) ✓ Working knowledge and understanding of how to personalise learning ✓ Working knowledge and understanding of cross curricular activities ✓ Proven ability to differentiate across a variety of achievement levels ✓ Proven ability to establish and maintain high quality planning and recording in line with school policy ✓ Working knowledge of formative and summative assessment for pupils with autistic spectrum conditions and severe learning difficulties ✓ Knowledge of the Ofsted framework and its impact on Teaching and Learning 	<ul style="list-style-type: none"> • Application Form • Interview • References
Leadership	<ul style="list-style-type: none"> ✓ Proven ability to lead, manage and develop a class team with up to 5 Staff ✓ Act as an exemplary role model for Teaching Assistants ✓ Consistently model best practice 	<ul style="list-style-type: none"> • Application Form • Interview • References
Personal Skills	<ul style="list-style-type: none"> ✓ Highly effective English skills both oral and written ✓ Excellent inter-personal skills ✓ Commitment ✓ High expectations for all ✓ Competent ICT user ✓ Ability to give and receive constructive feedback ✓ Flexible and adaptable ✓ Ability to prioritise and manage own workload effectively ✓ Demonstrate a clear understanding of equal opportunities 	<ul style="list-style-type: none"> • Application Form • Interview • References

Job Description Agreed

Name		Line Manager Name	
Signature		Signature	
Date		Date	