



The Regis Academy Independent School

Upper Key Stage 2 Teacher- Job Description

Job Title:	Upper Key Stage 2 Teacher with SENCO responsibility (Year 5 & 6)
Reports to:	Head of Centre
Contract Term:	Permanent, Term Time Only
Salary Band:	PLEASE NOTE THIS ROLE DOES NOT HAVE TEACHERS PAY AND CONDITIONS. PAY WOULD BE REVIEWED BASED ON COMPLETION OF QUALIFICATION, SUCCESSFUL APPRAISAL CYCLES AND TAKING INTO CONSIDERATION THE DEVELOPMENT OF THE SCHOOL
Salary:	£28,000 - £32,000
Job Purpose	
<p>We are seeking to appoint a permanent, full time teacher with SEN experience and willingness to undertake the NASENCO qualification (term time only)</p> <p>We are looking for an inspirational SENCO to develop and lead inclusion and SEN within the school and join our highly committed team</p>	
Key Responsibilities	
<ul style="list-style-type: none"> • 2 years' experience of working with children with Special Educational Needs • Thorough knowledge of the new SEND Code of Practice • The ability to lead staff in developing their knowledge and expertise in working with SEN children • Skilful in working with pupils with a range of different abilities and needs – SEND, LAC, Pupil Premium, SEMH • An ability to develop positive relationships with hard to reach young people • experience of working with young people exhibiting challenging behaviour • An ability to guide, support and encourage young people in learning to manage their own emotion • To work effectively with the Head of Centre to achieve excellence • The ability to support and overview the work of teaching assistants working with SEN children • Good communication skills and an ability to work within a team <p>We are well resourced and have highly effective and well-established intervention strategies. We have a strong and clear vision with an engaging curriculum which develops and celebrates the potential of each child.</p> <p>All teachers are required to carry out the duties of a school teacher as set out in the current School Handbook</p>	

Teaching Responsibilities & Duties

- Continue to raise achievement for all learners
- Demonstrate outstanding teaching performance
- To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Head of Centre

The following are focus areas for The Regis Academy

- Developing Subject Knowledge and Curriculum Knowledge
- Understanding the needs of the learners and adopting / developing an appropriate curriculum
- Understanding and implementing The Regis Academy's curriculum policies, schemes of work and topic plans
- Understanding and using National and local strategies to raise standards
- Taking steps to identify areas of strength and weakness in knowledge and understanding
- Using strengths to help and support others
- Taking steps to improve knowledge and understanding in all areas

Planning Effectively for Learning:

- Planning teaching and learning in the long term (annually), medium term (termly) and in the short term (weekly)
- Planning individual learning for those learners identified on the Special Educational Needs and Disabilities Register in line with school policy including completing Individual Education Plans
- Using previous assessment effectively when planning future learning and planning assessment alongside learning
- Setting clear learning objectives and success criteria for all lessons
- Setting challenging targets for all groups of learners and for individuals

Creating Optimum Learning Conditions within the Learning Environment:

- Using methods appropriate to the learners being taught
- Managing behaviour positively and achieving high standards of discipline
- Using resources effectively
- Using time well to maximise teaching and learning opportunities

Monitoring the Progress of the Learners Closely:

- Using a variety of assessment strategies in line with school policy
- Assessing progress against targets for individuals and groups

Leading Staff and Managing Resources:

- Involving Teaching Assistants appropriately in all aspects of class work and ensuring that they are adequately briefed about each lesson
- Ensuring the classroom is adequately and appropriately resourced for each lesson

Curriculum Development:

- Contribute to the whole school's planning and monitoring activities

Evaluating Work and Making Changes:

- Using assessments against targets / objectives to evaluate effectiveness of teaching and learning
- Using assessments to change planning where necessary
- Evaluate teaching and learning for pupils and in partnership with colleagues at staff meetings
- Seeking out and accessing appropriate training and professional development opportunities and both disseminating and using the outcomes to improve teaching and learning

Safeguarding:

The Regis Academy is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area. It is a mandatory requirement that you read the safeguarding policy, attend training as directed and act in accordance with legislation

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

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Upper Key Stage 2 Teacher- Person Specification

		Essential	Desirable	Measured
Qualifications				
	Qualified Teacher status	✓		Application
	Teaching degree or equivalent (BA, BEd, PGCE etc)			
	NASENCO Qualification		✓	Application
	Evidence of further educational study or qualification		✓	Application/ Interview
Experience				
	An up to date and working knowledge of the National Curriculum	✓		Interview/ Assessment
	Knowledge of appropriate resources and strategies which support outstanding teaching	✓		Interview/ Assessment
	Good Knowledge and understanding of learning and teaching at Upper Key Stage 2	✓		Interview
	Working Knowledge of assessment	✓		Interview
	Excellent subject knowledge	✓		Application/ Interview
	Excellent classroom management skills	✓		Assessment
	Knowledge and understanding of The SEND Code of Practice and its practical application	✓		Interview
	Knowledge of the statementing process and the evidence needed	✓		Interview
	Working with young people exhibiting challenging behaviour	✓		Application/ Interview
Skills				
	Able to communicate effectively	✓		Interview / Application
	Maintain a calm level of professionalism at all times	✓		Interview / Application
	An inspirational, committed and highly effective classroom practitioner who is dedicated to achieving the best outcome for each individual child	✓		Interview / Application
	Able to work in both a team and independently	✓		Interview

	Able to encourage, motivate and enthuse pupils to participate and create a warm positive experience.	✓		Interview / Application
	Experience of working with support staff and the coordination of them supporting SEND pupils		✓	Interview / Application
	Empathise with the difficulties of SEND pupils accessing the curriculum		✓	Interview
	Advise and motivate staff with SEND initiatives		✓	Interview / Application
	Ability to develop positive relationships with hard-to-reach young people	✓		Interview
	Guide, support and encourage young people in learning to manage their own emotion	✓		Interview
	Commitment to raising attainment	✓		Interview / Application
	Excellent planning and organisational skills	✓		Interview / Application
	Basic IT skills to include Microsoft Office products	✓		Application
	Ability to collate, write reports and measure pupil progress	✓		Interview
	Effectively fulfil and be willing to develop further the expectations of Teacher Standards	✓		Interview / Application
School Ethos				
	Fully supportive of the aims & ethos of the school	✓		Interview
	Enthusiasm and willingness to contribute to and participate in the wider context of school life	✓		Interview
	Commitment to continuing professional development	✓		Interview / Application
	Ability to ensure that the school atmosphere is welcoming	✓		Interview
	An ability to maintain a high level of communication with parents, staff and children	✓		Interview / Application
Safeguarding				
	Commitment to the safeguarding and protection of children and to the personal development of our pupils	✓		Interview / Application
	Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety	✓		Interview
	Knowledge of child protection procedures	✓		Interview