**JOB DESCRIPTION**

Redwood River School is committed to creating a diverse workforce. We’ll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage, or civil partnership.

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| **Job Title** | SEN Teacher |
| **Hours** | 40 hours p/w |
| **Working Weeks** | 39 weeks p/a |
| **Salary** | £30,000.00 - £40,000.00 |
| **Responsible to** | Primary / Secondary Lead |
| **Responsible for** | Learning Support Assistants |
| **Purpose of Job** | Promote effective learning and high standards of achievement for all students |

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| **REDWOOD RIVER SCHOOL VISION, AIMS AND INTENT**  Our vision is to provide the best possible education for our young people, empowering them to flourish and achieve their aspirations. We are deeply committed to nurturing each pupil’s potential through a holistic approach to education and care, ensuring they feel valued, supported, and inspired every step of the way.  At our school, we offer a pupil-centred, ambitious, and engaging curriculum that is both relevant and meaningful. We set high expectations for all our pupils, fostering resilience, curiosity, and a love for learning. Our goal is for every young person to leave us not only with qualifications and accreditations but also with the confidence, skills, and experiences needed to thrive in their next chapter—whether in further education, employment, or life beyond school.  With a dedicated team and a culture of unwavering support, we are shaping futures, unlocking potential, and inspiring success.  We aim to do this by:  • Inspiring pupils to develop a love of learning, experience success and achieve positive outcomes  • Helping pupils to remember what they learn and make progress in all subject areas  • Supporting pupils to be ready for the next stage of learning  • Ensuring every pupil leaves a reader  • Enabling pupils to achieve qualifications and accreditation reflective of their strengths, needs and interests  • Engaging pupils to raise their career aspirations  • Providing pupils with knowledge and experience of the workplace  • Developing pupils’ employability skills, including literacy, numeracy, IT, motivation, perseverance, creativity, innovation, leadership and enterprise  • Supporting pupils to develop their independence  • Ensuring pupils are ready for transition and life beyond Our School  • Engaging pupils to develop a positive perception of themselves and a sense of belonging  • Supporting pupils to optimise their health and well-being, manage their emotions effectively and develop their resilience  • Enabling pupils to understand their rights and responsibilities and appropriately express their views  • Helping pupils to develop spiritual, moral, social and cultural (SMSC) awareness, preparing them for life in modern Britain, including respect for diversity, British Values and protected characteristics |

**Aims and objectives**

To provide the highest quality of education, care, and preparation for life for all students in the school.

* To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students with support from teaching staff.
* To monitor and support the overall progress and development of students.
* To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
* To contribute to raising standards of student attainment and behaviour
* To share and support the school’s responsibility to provide and monitor opportunities for personal and academic growth.

**Leading the curriculum**

* Develop and review regularly the vision, aims and purpose for the subject area.
* Oversee the planning of the curriculum content, ensuring it is well sequenced to promote student progress.
* Ensure the planned curriculum is effectively and consistently implemented across the school.
* Make sure there is an effective system of assessment that oversees the progress of students to ensure the curriculum has a positive impact on students’ learning.
* Have an overarching responsibility for students’ achievement and standards in the subject area.

**Main Duties and responsibilities**

* Development of appropriate syllabuses, materials, schemes of work and lesson plans, which should engage, stimulate, and challenge students of all abilities, and should cater for all learning styles. This may include taking responsibility for courses.
* To ensure that all lessons are planned, prepared, and delivered with clear differentiation to cater for students of all abilities and backgrounds whilst ensuring individual student progress.
* To share in the preparation and delivery of SMSC elements in all lessons across the curriculum
* Employ a variety of interactive teaching methods appropriate to the age and ability of each individual student to promote a love of learning and children’s intellectual curiosity.
* Impart knowledge and develop understanding through effective use of lesson time.
* To maintain an up-to-date knowledge of the subject, and utilise a range of teaching methods in line with currently acknowledged best practice
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy and the correct use of standard, whatever the teacher’s specialist subject reflect systematically on the effectiveness of lessons and approaches to teaching.
* To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
* Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired on a regular basis according to the school homework policy.
* To use directed time to actively contribute to the wider life of the school by organising and running appropriate extra-curricular activities.
* To fully incorporate the teaching of skills including literacy, mathematics, and communication into subject delivery.

**Management and assessment**

* Know and understand how to assess the relevant subject and curriculum area, including statutory assessment requirements.
* To take responsibility for aspects of the subject in consultation with the Head
* Use relevant data to monitor progress, set targets and plan subsequent lessons.
* Be accountable for students’ attainment, progress and outcomes.
* Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
* To register each class using the electronic registration system or paper system according to school procedures.
* To take responsibility for the safe keeping of the electronic folder or laptop used for registration etc.
* Work with and manage challenging behaviour, enabling students to develop from needing external control, developing self-control.
* To keep appropriate records and to complete assessments and profiles of students as required by whole-school policy.
* To maintain the allocated teaching areas to ensure that they are conducive to a stimulating and exciting learning experience.
* To monitor and control the use and storage of teaching materials, books, and equipment.
* To supervise the use and care of the school fabric and equipment by the students and to ensure their adherence to relevant health and safety regulations.

**Communications and Meetings**

* Communicate effectively with parents with regard to students’ achievements and well-being.
* Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
* To alert Head and SLG and other staff to problems arising with individual students in accordance with whole school policies.
* To participate actively in meetings with colleagues and parents/Carers.
* To attend INSET sessions and working parties related to new initiatives in teaching and learning.

**Efficient and effective deployment of resources**

* Provide support with textbooks and library books in subject areas.
* Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality, and inspire curiosity in students
* Audit, check and manage resources to ensure they are up to date and match student and curriculum needs.
* To be informed about the financial basis of the operation of the school and to assist in seeking ways of deploying resources to the maximum benefit of the students.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the careers leader will carry out. The postholder may be required to do other duties appropriate to the level of the role.

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| **Person Specification** | | |
|  | **ESSENTIAL** | **DESIRABLE** |
| **Personal Attributes** | * Be responsive and reflective * Be accountable, honest, and reliable * Provide individuals with confidence, inspiration, direction, and guidance * Understanding and empathy with the work of the school * Self-motivate with a positive attitude * Develop innovative solutions |  |
| **Job Skills** | * Possess a good ability to communicate effectively using records, reports, emails, and verbal communication with individuals and groups. * Ability to prioritise * Ability to use IT: Microsoft Word and Outlook, * Strong organisational skills * Attention to detail * Ability to work collaboratively and co-operatively with all professional colleagues and students * Hold a full UK driving license. | * Influencing and negotiation skills |
| **Knowledge** | * Knowledge and understanding of the principles of teamwork * Non-discriminatory practice * Working as part of a team * Good understanding of Safeguarding legislation, policy and procedures. * Ability to deal with complex and challenging behaviour * Expert knowledge of the National Curriculum, particularly the [insert subject name] curriculum * Understanding high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve * Awareness of local and national organisations that can provide support with delivering the subject * Ability to build effective working relationships with staff and other stakeholders * Ability to adapt teaching to meet students’ needs * Ability to build effective working relationships with students * Knowledge of guidance and requirements around safeguarding children * Good IT skills * Effective communication and interpersonal skills * Ability to communicate a vision and inspire others | * Working with children and young people who have experienced trauma. * Understanding SEN YP * Working within an AS framework |
| **Experience** | * Working individually and within a team * Leading, supervising, and managing teams * Building and maintaining effective working relationships * Ability to tailor teaching and learning to the needs of individual students * Ability to lead and coordinate effectively | * Working with SEN young people * Successful experience of subject leadership |
| **Qualifications** | * Full Manual UK Driving License * Qualified Teacher Status. * Degree in relevant subject area. * To aspire to be an outstanding classroom practitioner. * Strong current subject knowledge. * Relevant Teaching Qualification * Willingness to work towards further qualifications as required | * Emergency First Aid in the Workplace * Team Teach or similar. * Experience of dealing with a wide range of students and responding to their needs * Experience in assessing students’ coursework. * Understanding and experience of exam board procedures and administration |
| **Training** | * Commitment to personal and professional development. * Ability to engage with learning opportunities including effective use of supervision, training, e-learning, and feedback. |  |
| **Working Conditions** | * The ability to be physically able to perform your duties as recognised in Team Teach * A satisfactory DBS will be required for all employees. |  |