



**THE GARWOOD FOUNDATION**

<b>POST:</b>	Senior Classroom Teacher (qualified)
<b>LOCATION:</b>	Rutherford School
<b>HOURS:</b>	Monday to Friday - 8.30am to 4.00pm (the school's core hours) Working hours to be agreed
<b>SALARY:</b>	School Teachers Pay and Conditions Document
<b>HOLIDAYS:</b>	To be taken during the school closure period
<b>RESPONSIBLE TO:</b>	Head of School
<b>REPORTING TO:</b>	Head of School

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**ROLE OF RUTHERFORD SCHOOL:**

Rutherford School has established its own developmental curriculum which focuses on the pupil's own independence and autonomy. This curriculum comes from the Profound Curriculum and Routes for Learning and is delivered to our pupils aged 3-19 years. They have profound, and multiple learning difficulties, severe sensory impairment and complex medical needs.

**PURPOSE OF THE JOB:**

To oversee and ensure effective combination of teacher training, rigorous monitoring and higher expectations of staff to improve the quality of teaching. Ensuring that the school's system for assessing pupils' progress is fit for purpose by demonstrating that it accurately conveys the progress pupils actually make over time.

To manage the other Classroom Teachers in order to raise standards of, and effectively record, pupil attainment. Management and assessment of pupil progress to improve their quality of learning and personal growth. To plan, implement and deliver an appropriate and differentiated curriculum for all pupils, and to be able to teach across all age groups continuing to support the complex health needs of the pupils. Also a member of the School Leadership Team (SLT) reporting directly to the Head Teacher.

**DUTIES:**

1. To teach pupils assigned to the teacher
2. To ensure that planning, preparation, recording, assessment, accreditation and reporting meet the varying learning and social needs of the pupils

3. To develop appropriate and effective syllabuses, resources, activity plans and teaching strategies to meet the needs of the pupils at the school
4. To develop high quality teaching materials and strategies across all groups, ages and for transition through the school and beyond
5. To contribute to and implement effectively appropriate assessments, annual reviews, other school-related reviews and IEPs.
6. To set realistic and challenging targets for pupils learning based on information and accurate assessment of each pupil
7. To implement and follow school policies and procedures as approved by the Head Teacher, the school management team or Governors.
8. To ensure the effective and efficient use of staff who support the delivery of teaching and learning.
9. To provide an appropriately stimulating classroom environment where resources can be accessed by all pupils.
10. To ensure there is appropriate pastoral and tutorial support for each child.
11. To take part in community and liaison activities such as Open days, Parents/ Carers events and liaison with external partners.
12. To communicate effectively with the parents/carers of pupils and with external agencies.
13. To consult with staff over individual pupils and co-operate with agreed courses of action.
14. To be responsible for the condition of the teaching space used and report any damage to fixtures or fittings to the appropriate person.
15. Where appropriate to use ICT to support learning and teaching and raise standards.
16. To participate and engage with the Annual Performance Review process, for the appraisal of own performance and that of other staff.
17. Maintain good etiquette and discipline in accordance with the schools Behaviour policy and Care.
18. To maintain appropriate records and provide accurate information on pupil progress and other relevant matters as required by the school.
19. To maintain an accurate register of pupils attendance.
20. To maintain and record your own Continuous Professional development and participate in arrangements and opportunities for continuous professional development for the staff you supervise.
21. To attend and participate in all relevant meetings.
22. To ensure the school meets its legal requirements to deliver opportunities for worship.
23. To comply with the school's Safeguarding policy and Health and Safety policy and undertake risk assessments as appropriate.
24. To ensure the personal care and hygiene needs of pupils are met and to participate in appropriate training.
25. To understand, implement and maintain the requirements of the Ofsted framework for inspections.
26. To undertake Rebound and Aqua training and to participate in sessions in order to meet the pupils' needs.
27. Any other duties commensurate with the role of teacher at Rutherford school
28. To implement the principles of equal opportunities with regard to the religious, cultural and social needs of the children, their families and staff.

## Person Specification

### **Qualifications:**

1. Qualified teacher status or certificate in education.

### **Professional Knowledge and Experience:**

- 1) Successful and sustained teaching experience, across relevant Key Stages/SLD/PMLD.
- 2) Trained in Moving and Handling or willingness to train.
- 3) Trained in Rebound and Aqua Therapy or willingness to train.
- 4) Able to manage pupil behaviour effectively.
- 5) Experience of managing and/or co-ordinating a classroom staff team.
- 6) Experience of managing teaching resources, including providing an appropriately stimulating classroom.
- 7) Experience of leading, managing and coaching teachers
- 8) Awareness of the current Education Acts and SEN Code of Practice and OFSTED requirements.
- 9) Awareness of legislation and policies on Child Protection and Safeguarding.
- 10) Practical understanding of effective teaching and evaluation strategies.
- 11) Evidence of sustained participation in INSET training, especially special educational needs assessment, planning, teaching or similar.
- 12) Understanding of spiritual, moral, social and cultural development and to prepare pupils to live in a culturally diverse society.

### **Skills and Abilities:**

- 1) Ability to lead and support a team of classroom assistants in curriculum implementation, assessment, and development of materials
- 2) Ability to motivate pupils and staff, setting high standards and provide a focus for improvement.
- 3) Ability to establish and develop good relationships with all staff involved in the school.
- 4) Ability to work effectively as a team member.
- 5) Ability to communicate effectively in orally and in writing.
- 6) Competent in the use of ICT e.g. Microsoft Word , Email and internet
- 7) Ability to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Disability Discrimination Act 1995 and current legislation.
- 8) Commitment to the school's wider community.
- 9) Commitment to race and gender equality and community cohesion.

For posts working with pupils who have physical disabilities, It may be an unavoidable core component of the job for the post holder to be capable of Moving and Handling pupils, within school policies and practices.

The above job description is designed to give an overview of the tasks and responsibilities for this position it is not intended to be exhaustive. The Head Teacher or designated Line Manager will meet annually with the post holder to review and ensure that this position remains relevant and in accordance with the evolving needs of the School. The selected individual will be expected to embrace such changes and rise to the challenge of developing their skills over time.

**Agreed by:**

Post Holder:

Name and Signature:

Date:

Line Manager:

Name and Signature:

Date: