

Job Title: Primary Teacher

Responsible to: Head Teacher

Main Duties

Working with SEN pupils with complex needs, including SEMH, ASD, ADHD, trauma, and attachment, some of our pupils have multiple needs. This role is to teach Key Stage 1 & 2.

Class sizes are rarely bigger than 6 pupils. You will demonstrate excellent knowledge of the curriculum, classroom management skills and high expectations for all pupils to achieve their potential and have current or recent experience of working with Key Stage 1 & 2 pupils.

Job Description

- Write, implement, and evaluate long-term, medium, and weekly plans.
- Record and evaluate children's progress using relevant evaluation procedures.
- Assess and track progress.
- Write accurate annual reports.
- Provide feedback for pupil annual review reports.
- Manage behaviour according to the school Behaviour Management Policy.
- Liaise closely with and manage the Learning Support Assistant (LSA) regarding record-keeping and behaviour management.
- Attend staff meetings as required.
- Attend annual parent feedback evenings, and liaise with parents as required under the guidance of the Head Teacher/Assistant Head Teacher.
- Attend INSET days and ensure continuing professional development.
- Be fully aware of, and adhere to, all applicable Talbot House policies and procedures.
- Provide an environment for the children that enables them to realise their potential and maximise their academic, social, physical, and emotional development.
- Demonstrate flexibility by carrying out any other duties as may be reasonably required and directed by the Head Teacher / Assistant Head Teacher.

General Duties:

- Ensure implementation of the Charity's Health & Safety, Safeguarding, and Equal Opportunities policies and practices at all times to create a safe working environment for all.
- Perform duties with due regard to Charity policies and procedures and legislative requirements (to include confidentiality and GDPR regulations) at all times.
- Undertake CPD and additional training as required.
- All other reasonable duties as required.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post on a temporary or permanent basis.

This post involves working with children and therefore this post requires an Enhanced Criminal Records Check (DBS Enclosure).

Job Specification

	ESSENTIAL / DESIRABLE CRITERIA	ESSENTIAL/ DESIRABLE	EVIDENCED BY*
	QUALIFICATIONS AND TRAINING		
1	Relevant teaching qualification – degree level	E	A
2	Have Qualified Teacher Status with ECT Status (formally NQT)	E	A
	EXPERIENCE, ABILITIES & SKILLS		
3	A minimum of two years teaching experience in any setting.	E	A
4	At least two years' experience in one or more schools across KS1 & KS2.	E	A/R
5	Demonstrates excellent knowledge of the national curriculum for KS2.	E	A/I/L/R
6	Experience of teaching pupils with complex needs (including ASD, SEMH, Trauma & ADHD).	E	A/I/L/R
7	Demonstrates a clear picture of what constitutes quality first teaching.	E	A/I/L/R
8	Demonstrates effective classroom management, organisation, and display.	E	I/L/R
9	Proven record of effective planning, assessment, and record-keeping.	E	A/I/R
10	Possesses organisational skills required to plan and resource schemes of work and to ensure they are implemented.	E	A/I/L/R
11	Excellent interpersonal skills to build and maintain professional relationships with staff and pupils.	E	A/R
12	Ability to encourage pupils to develop self-esteem and resilience.	E	L/I/R
13	Ability to create a safe, supportive, and stimulating learning environment for all pupils.	E	A/I/L/R
14	Understanding of child development, together with the ability to adapt and select appropriate teaching methods, according to pupils differing needs.	E	A/I/L/R
15	Demonstrates excellent written and oral communication skills.	E	A/I/L
16	Ability to, sensitively and effectively, communicate with a wide range of professionals and non-professionals, both within and outside the school, including parents.	E	A/I/L/R
17	Possesses excellent teaching skills.	E	I/L/R
	PERSONAL QUALITIES		
18	Ability to relate appropriately to staff in a variety of contexts and be a supportive team member.	E	I/L/R
19	Has a commitment to pupils' well-being.	E	I/L/R
20	Demonstrates enthusiasm, and has a positive outlook.	E	I/L/R
21	Sets high standards and is a good role model to pupils and other staff.	E	I/L/R
22	Demonstrates resilience.	E	I/L/R
23	Demonstrates flexibility.	E	I/L/R

*A = Application Form, I = Interview, L = Demonstration Lesson, R = References

The Charity is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share this commitment. All appointments will, therefore, be subject to satisfactory Enhanced Level Disclosure and Barring Service clearance and other relevant pre-employment screening, including checks with past employers. In addition to the candidate's ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children and young people. Candidates also should be aware that any relevant issues arising from their references will be taken up at interview.