



ST ANNES SCHOOL
COMPLEX NEEDS TEACHER
MPS/UPS
JOB DESCRIPTION

AIMS AND PURPOSE OF THE JOB:

- To fulfil the role of Complex Needs Teacher in an all-through Primary/Secondary School.
- To lead the specialist resource provision (The Den), support the LSA team and further develop the provision.
- To establish a purposeful and safe learning environment and manage learners' behaviour constructively by establishing and maintaining a clear, positive and supportive culture.
- To support identified children in class.
- Lead colleagues in providing appropriate support for pupils who present with social, emotional, mental health/ ASD and any associated behavioural challenges.
- Work as a member of the wider school team, planning co-operatively, sharing information, ideas and expertise where appropriate.
- Establish and promote good relationships with parents and carers to improve pupils' learning and development.
- Work with other staff in The Den to support pupil progress and independence.
- Work closely with the school's SENCo.
- Maintain confidentiality with regard to information gained in the course of professional duties.

- To develop medium term plans for individual pupils taught in The Den, promoting active and independent learning that enables young people to think for themselves and to plan and manage their own learning.
- To support the implementation and delivery of a differentiated and personalised curriculum that engages learners and enables them to make the best possible progress.
- To model and facilitate a high quality learning experience which provides young people with the opportunity to achieve their full potential.
- To exemplify the application of agreed policies, teaching standards, priorities and expectations.
- To foster a love of learning, intellectual curiosity and a growth mindset.
- To promote the school's ethos.
- To share in the whole school responsibility for the safeguarding, wellbeing and pastoral care of all students.
- To contribute to school improvement planning and school self-evaluation processes as appropriate.
- To undertake appropriate professional duties, as delegated by the Head teacher.

RELATIONSHIPS:

- Work closely with the SENCo in making appropriate provision for children with complex needs.
- Contribute to the professional learning of all colleagues as appropriate.
- Take an active part in the development of links with appropriate parents, participating in school events/parent meetings.
- To participate in Annual Review meetings as appropriate.

TEACHING AND LEARNING:

- To teach individuals or groups identified with complex needs, across the primary and secondary age range;
- To plan, prepare and teach stimulating lessons that are challenging, engaging and have high expectations of pupils (including planning for LSA delivery).

- Use a variety of specialist teaching and learning approaches to create personalised support for each pupil in The Den.
- Establish clear personalised learning objectives and expectations for each pupil in The Den.
- Use quality first classroom management strategies to ensure effective teaching and learning.
- Organise and maintain an effective learning environment to meet the needs of pupils in The Den.
- Ensure that resources are organised and readily available to promote learning independence.
- Share specialist skills and knowledge with staff in the school.
- Understand the personal, social and emotional needs of students and their impact on behavioural challenges.
- Provide quality feedback to pupils to improve progress and independence.
- Set homework and other out of class activities to consolidate and extend the knowledge and understanding of pupils.
- Assess and report pupils' attainment and track progress, using school systems and national criteria, national statutory tests and national examinations as appropriate.
- Use assessment to inform planning and identify individual needs. Use these assessments to set appropriate IEP targets.
- Collaborate with SENCo to write annual reports and reports for Annual Reviews and provide high quality evidence to present at review.
- Advise school colleagues on strategies to improve the inclusion of pupils in The Den.
- Maintain the positive ethos and core values of the school, both inside and outside the classroom.
- To implement the Bailiwick of Guernsey Big Picture Curriculum.
- To make use of current technology to enhance teaching and learning.

HEALTH AND SAFETY:

- To comply with policies and procedures on all matters concerning child protection, health, safety and welfare, confidentiality and data protection in accordance with Education Services policies and procedures, and to report all concerns to an appropriate person;
- To take responsibility for personal health, safety and welfare and that of others who may be affected by your actions or inactions;
- To commit to uphold the States of Guernsey environmental policies and aspirations for sustainable learning provision.

KEY CRITERIA:

ESSENTIAL

1. A suitable teaching qualification
2. To have a strong understanding, knowledge and substantial experience of working with pupils with a range of SEN including ASD, SEMH and SEBD;
3. Experience of working in a specialist provision within a mainstream school, or of a special school setting;
4. To have good communication and interpersonal skills with a range of people – parents, pupils, staff, external agency workers;
5. Be open minded, willing to question and change personal and professional attitudes, beliefs, values and practices, in order to further improve own practice.
6. To be an excellent and committed classroom teacher with experience of teaching and learning pedagogy.
7. To have experience of successfully implementing strategies for improving standards, notably for pupils with SEN.
8. Ability to demonstrate knowledge, understanding and experience of effective strategies in the teaching of the core skills in literacy and numeracy and in life skills.
9. Proven experience in the appropriate use of a range of monitoring and assessment tools and strategies to recognise pupils' difficulties and to evaluate their progress.
10. The ability to work as part of a team.
11. Highly effective organisational and classroom management skills.
12. Ability to make effective use of ICT to enhance teaching and learning.

DESIRABLE

13. Experience of Team Teach (or similar);

14. Qualification in SEN Teaching;

The above duties are not exhaustive but the job description is current at the date shown and is a guide to the work the post holder will be required to undertake. This job description will be kept under review and may be subsequently amended or modified in discussion with the post holder to meet changing circumstances and should be read in conjunction with the Conditions of Service.

The States of Guernsey is committed to safeguarding and promoting the welfare of young people and expects all employees and unsupervised volunteers to share this commitment. The post holder is therefore required to hold an Enhanced and Barred DBS Certificate and be registered with its Status Update Service.