Job Title: Teacher – Maths

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 Maths (Key Stage 3 & 4). 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 3 & Key Stage 4 pupils. Fulfil the professional responsibilities of a teacher, and meet the expectations set out in the Teachers' Standards.

Job Description:

- Write, implement, and evaluate long-term, medium, and weekly plans.
- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Promote the safety and wellbeing of pupils.
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.
- Demonstrate good subject and curriculum knowledge.
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure coordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.
- Participate in arrangements for preparing pupils for external tests.
- Record and evaluate children's progress using relevant evaluation procedures.
- Write accurate annual reports and provide feedback for pupil annual review reports.
- Attend annual parent feedback evenings and liaise with parents as required under the guidance of the Head Teacher / Deputy Head Teacher.
- Manage behaviour according to the school Behaviour Management Policy.
- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Direct and manage / supervise support staff assigned to them, and where appropriate, other teachers.
- Attend staff meetings, training (including all training days), and ensure continuing professional development.
- Take part in the school's appraisal procedures, including responsibility for the appraisal and professional development of others, where appropriate.
- Be fully aware of, and adhere to, all applicable Charity 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 / Deputy Head Teacher.
- Carry out such other duties as may be reasonably required from time to time and / or as directed by the Head Teacher / Deputy Head Teacher.
- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Other:

- Support Talbot House Children's Charity's commitment to safeguarding children and promoting their welfare and contribute to the overall ethos / work / aims of the school.
- Be a strong role model for pupils.
- Be aware of, and comply with key policies and procedures, for example, health and safety, equality and diversity, security, confidentiality, data protection, reporting all concerns to line management.
- Operate as a supportive member of the team by providing support and assistance to other members and attending and participating in team meetings.
- Participate in training, other learning activities and performance development as required.
- Drive company vehicles as required for the role (to include but not limited to cars and minibuses), with or without pupils present.
- 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.

To apply please fully complete our application form, using the personal specification to help you complete the 'Personal Statement' section of the form. Applicants who read our Tips for Applicants document before completing this section of our application form are more likely to be offered an interview. You will find our Tips for Applicants document and Application Form attached above. Please send your completed application form to: hr@talbothousecc.org.uk

We can only accept a Charity Application Form for this role. We are not able to accept CVs for any role. If you submit a CV it will not be reviewed. Please view our safer recruitment policy. Applicants should be aware that any relevant issues arising from their declarations and references will be addressed at interview.

If you have any queries regarding this position or the application process, please contact HR on 0191 229 0111 or email the HR Department at hr@talbothousecc.org.uk

Note: The Charity is committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff to share this commitment (see full policy details on our website). This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants should be aware that the post will only be offered to successful candidates subject to an Enhanced DBS check as well as other employment clearances and continued subscription to the DBS Update Service.

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 full ECT (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 teaching Maths to KS3 & KS4, via various pathways including GCSE.	E	A/I/L/R
5	Experience of teaching pupils with complex needs (including ASD, SEMH, Trauma & ADHD).	E	A/I/L/R
6	Demonstrates excellent knowledge of the national curriculum (specifically for Maths – KS3 and KS4).	E	A/I/L/R
7	Possesses excellent teaching skills with a clear understanding of how children learn.	E	A/I/L/R
8	Understanding of child development, together with the ability to adapt and select appropriate teaching methods, according to pupils' differing individual need.	E	A/I/L/R
9	Demonstrates a clear picture of what constitutes quality first teaching.	E	A/I/L/R
10	Demonstrates effective classroom management.	E	I/L/R
11	Proven record of effective planning, assessment, and record-keeping.	E	A/I/L/R
12	Possesses organisational skills required to plan and resource schemes of work and to ensure they are implemented.	E	A/I/L/R
13	Excellent interpersonal skills to build and maintain professional relationships with staff and pupils.	E	A/I/L/R
14	Ability to encourage pupils to develop self-esteem and resilience.	E	A/I/L/R
15	Ability to create a safe, supportive, and stimulating learning environment for all pupils.	E	A/I/L/R
16	Ability and commitment to always maintaining confidentiality.	E	A/I/L/R
17	Demonstrates excellent written and oral communication skills.	E	A/I/L/R
18	Ability to communicate effectively (and sensitively) with a wide range of professionals and non-professionals, both within and outside the school, including parents.	E	A/I/L/R
PERSONAL QUALITIES			
19	Commitment to safeguarding and equality.	E	A/I/L/R
20	High expectations for pupils' achievement and progress.	E	A/I/L/R
21	Has a commitment to pupils' well-being.	E	A/I/L/R
22	Is able to work under pressure and prioritise effectively.	E	A/I/L/R
23	Demonstrates enthusiasm and has a positive outlook.	E	A/I/L/R
24	Sets high standards and is a good role model to pupils and other staff.	E	A/I/L/R
25	Demonstrates resilience.	E	I/L/R
26	Demonstrates flexibility.	E	I/L/R
27	Driving Licence and willing to drive minibuses.	D	A
28	Enhanced DBS (completed upon acceptance of conditional offer of employment).	E	Certificate
29	Online DBS Subscription (Children Workforce) with original DBS Certificate (must be matching certificate number).	D	Online check

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