Northumberland County Council

**JOB DESCRIPTION**

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| **Post Title: Class Teacher** | **Director/Service/Sector:** **Education & Skills** | **Office Use** |
| **Band:** **MPS + SEN Allowance** | **Workplace: The Dales School** |  |
| **Responsible to: Head Teacher** | **Date: February 2024** |
| **Job Purpose: Duties and key areas of post:**  Those identified within ‘Essential’ Person Specification, below.  The duties and responsibilities, are indicative and, may vary over time.  Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.  The successful candidate will be employed by The Dales School, but could work at either Ashdale or Blythdale. | | |

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**PERSON SPECIFICATION**

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| **Post Title: Class Teacher** | **Director/Service/Sector: The Dales School** | Ref: | |
| **Essential** | **Desirable** | | **Assess**  **by** |
| **Qualifications and Knowledge** | | | |
| * Qualified Teacher Status. * Evidence of recent professional development / study related to this position. * Knowledge of a range of methods related to behaviour management and modification. * Knowledge of issues related to Speech, Language and Communication Difficulties. * Knowledge of teaching and methods related to children who have a diagnosis of Autistic Spectrum Disorder. | * Knowledge of mental health issues and their impact on learning. * Knowledge of teaching and methods related to children who present Behaviour, Emotional and, Social Difficulties. * Qualifications specific to the needs of children with special needs. * Good knowledge of The Primary Curriculum | | Application Form.  Interview. |
| **Knowledge & Experience** | | | |
| * Teaching in an appropriate school setting. * Differentiation of learning related to teaching children who have Special Educational Needs, * Teaching children who have Special Educational Needs. * Working within teams to provide high quality educational provision. * Adaptation of resources, systems and pedagogy related to teaching children who have Special Educational Needs, | * Working with children, who have Special Educational Needs, in a variety of settings.. * Providing extra-curricular activities. * Working with parents and carers of children who have Special Educational Needs, * Contributing to whole school development. * Teaching children who have a diagnosis of Autistic Spectrum Disorder. * Teaching children who display Social, Emotional and Mental Health needs. * Teaching in a primary school setting. * Experience in a school management role. | | Application Form  Interview. |
| **Skills and competencies** | | | |
| Lead the promotion of effective behaviour and learning throughout the school, in collaboration with other members of the SLT, and middle management team (MMT)  Supporting the Head Teacher and Governors in establishing an ambitious vision and ethos for the future of the school.  Lead by example to motivate and work with others.  Responsible for devising and disseminating specialist behaviour and attitude strategies across both school sites, co-ordinating with colleagues on both sites.  To develop and deliver training to colleagues in response to the monitoring programme.  To undertake any professional duties, reasonably delegated by the Head Teacher |  | | Application Form and References |
| **Physical, mental, emotional and environmental demands** | | | |
| An excellent team player – to lead by example and provide support and challenge to others.  The ability to think and act strategically at whole school level.  Provide professional advice and assistance to staff regarding the behaviour and attitudes of pupils.  Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community |  | | Application Form and References |
| **Personal Qualities** | | | |
| Demonstrate a commitment to:-   * Strong commitment to the values and ethos of the school * A positive, professional role model for staff and students, with high expectations for self and others * Dedication to school improvement – with energy, drive and a sense of purpose * An effective self-manager and independent worker, capacity to work well under pressure * Decisive, fair, consistent and focused on solutions * Reliable, honest and trustworthy, demonstrating the highest professional standards * Integrity in relation to their own and the schools practice * Enthusiastic and hard-working * Able to demonstrate resilience and perseverance * Reflective and self-evaluate - individually and within the context of a team * Flexible and adaptable to suit the schools needs * Creative and innovative * A good listener and communicator * Able to maintain focus and perspective at all times and overall * A passion for helping children develop, learn and achieve their best – whatever their starting point * High quality, stimulating learning environment * Relating positively to and showing respect for all members of the school and the wider community * Ongoing professional self-development |  | | Application Form and References |
| **Other** | | | |
| No adverse criminal record |  | |  |

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits