

PSHE/HUMANITIES TEACHER JOB DESCRIPTION

Job Title:	PSHE/ Humanities Teacher	
Location:	North East Essex Co-operative Academy	
Grade / Allowances:	Teacher Main or Upper Pay Scale	MPS 1-6 UPS 1-3
	Special Educational Needs allowance	SEN-2 (£5,009)

SUMMARY OF MAIN DUTIES / RESPONSIBILITIES

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of North East Essex Co-operative Academy and Keys Co-operative Academy Trust.

To teach PSHE and Humanities to Key Stage 3 and Key Stage 4.

ORGANISATION

- In consultation with the Senior Leaders and Headteacher to plan, design, produce and deliver an appropriate academic curriculum based on individual needs and entitlement including the creation of teaching materials and resources which are appropriate to age and ability and are in accordance with the Academy's Improvement Plan and the Department Improvement Plan
- In accordance with scheme of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning
- Plan and deliver an appropriate social curriculum focusing on the development of social skills, self-awareness, self-esteem, increasing motivation and the management of behaviour
- Teach students within groups or individually - either on-site or off-site to meet student needs
- Support colleagues with the management of behaviour
- Assess, record and report on the development, progress and attainment of students; and within the Academy guidelines record on the progress of individual students, including Student Passports and Pastoral Support Plans
- Prepare reports and participate in reviews where necessary
- Ensure that all students make good progress from their point of entry to the school
- Where appropriate, liaise with a range of agencies including Schools, Educational Psychologists, Education Welfare Officers, Social Services, Child and Family Services, Health Services, Careers and Post 16 provision, etc
- Provide and facilitate the general progress and well-being of any individual student within any group of students assigned to him or her, providing guidance and advice to students on educational and social matters
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources
- Ensure health and safety is secured throughout the working environment
- Where appropriate, maintain contact with students' schools and assist in any planning for a return and take part in home/school and community liaison
- Supervise Learning Support Assistants and ensure that they play a full part in the meeting of student needs
- Participate in full staff and departmental meetings and to contribute to academy decision making and consultation procedures

- Contribute to the development and implementation of the academy's policy, procedures and practice
- Implement the Academy policy with regard to registration, student absence, dress code and enforce Academy rules relating to behaviour and health and safety
- Contribute to the development of the Academy. This will involve the development of curriculum and pastoral initiatives and the building of a bank of resources and knowledge relating to the teaching and learning requirements of students
- Undertake training either to improve professional skills and expertise or contribute to whole school development
- Be involved in the academy's Performance Management Review process, to engage in professional development activities so as to enhance personal performance, fulfil personal potential and be able to participate effectively in the implementation of the Academies goals and Development Plan
- Any other duties commensurate to the level of the post that may be allocated by the Headteacher after consultation with the post holder
- Required to be mobile throughout North East Essex and therefore a valid driving licence and use of car is required with appropriate insurance, unless the role can be undertaken effectively by alternative transport arrangements

ADDITIONAL SPECIFIC RESPONSIBILITY

- To be a Tutor to an assigned Tutor Group, and to carry out related duties in accordance with the general job description of Tutor

GENERAL DUTIES

- To carry out a share of supervisory duties in accordance with published rotas
- To participate in appropriate meetings with colleagues and parents relative to the above duties
- Able to plan/deliver lessons on other subjects (if able to do so)

RESOURCES

- Operate relevant equipment/ICT packages (e.g. MS Office, internet, intranet, Arbor, E-mail)
- Keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for students
- Support Learning Support Assistants with day to day issues
- Ensure effective communication with all colleagues (teaching and support staff)

KNOWLEDGE, SKILLS AND EXPERIENCE

- Q.T.S. (Qualified Teacher Status)
- Relevant and significant experience of working with vulnerable and challenging learners;
- Further training or a qualification relating to SEN
- An understanding and knowledge of the law, policies and procedures relative to vulnerable learners

- Up to date knowledge in the field of improving behaviour and attendance through quality first teaching and learning
- Knowledge of motivational teaching, which engages vulnerable learners
- Demonstrate high quality learning experiences for all learners
- Competent in the field of the use of ICT.
- Demonstrate a reflective approach towards everyday practice
- Have experience of working within an holistic assessment framework
- Have experience of working in a multi agency environment
- Be committed to working proactively with parents, carers and the wider community to support the learning process
- Demonstrate a clear focus on achieving improved education outcomes and experience of evaluating work with vulnerable learners
- Demonstrable commitment to the vision, values and strategy of Keys Co-operative Academy Trust for improving outcomes for vulnerable groups
- Participate in Performance Management and staff development
- Able to reflect on their practice and follow agreed policy guidelines
- Able to form, develop and maintain effective working relationships and communicate effectively
- High level people skills which include the ability to motivate, inspire, and enable students to achieve their full potential.

SAFEGUARDING

Keys Co-operative Academy Trust (KCAT) is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all employees and volunteers to share this commitment.

Keys Co-operative Academy Trust is committed to ensuring all recruitment is undertaken fairly, effectively, safely and in accordance with legislation. The information below provides pre-employment screening guidance for candidates applying to this job at Keys Co-operative Academy Trust.

Pre-Employment Checks appropriate to this Job Profile

- receipt of satisfactory references
- verification of identity
- a satisfactory DBS disclosure if undertaking Regulated Activity
- verification that you not barred from working with Children
- verification that you are not prohibited from teaching
- verification of medical fitness for the particular role
- verification of qualifications and of professional status where required e.g. QTS status
- the production of evidence of the right to work in the UK
- verification of successful completion of/exemption from statutory induction period
- verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

PERSON SPECIFICATION

Category	Essential	Desirable
Qualifications	QTS	Evidence of further study
Experience	<p>NQT obtained in mainstream or a special school setting</p> <p>Up to date knowledge of child protection procedures</p> <p>Experience of parental liaison</p> <p>Experience of meeting the needs of students with challenging behaviour</p>	<p>An experienced teacher</p> <p>Pastoral experience in mainstream or special school</p> <p>Experience of managing difficult or challenging behaviour through a variety of strategies</p> <p>Knowledge and understanding of partnership working within the community</p>
Professional Development	Evidence of continuing professional development	<p>Experience of working with other schools/organisations/agencies</p> <p>Ability to identify own learning needs and to support others in identifying their learning needs</p>
Leadership	<p>Ability to analyse data, set targets and monitor/evaluate progress towards these</p> <p>Understanding of and commitment to promoting and safeguarding the welfare of students</p>	<p>Evidence of successful strategies for planning implementing, monitoring and evaluating classroom practice</p> <p>Knowledge of what constitutes quality in education provision, and strategies for raising standards and achievement of all students</p>
Teaching and Learning	<p>A secure understanding of the requirements of the National Curriculum</p> <p>Relates well to children understanding their individual needs</p> <p>An understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</p> <p>Evidence of consistently high quality teaching and learning</p> <p>Able to liaise with a range of professionals and parents</p>	<p>Understanding of successful teaching and learning in education across the key stages</p> <p>Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all students</p> <p>An understanding of assessment strategies and the use of assessment to inform the next stages of learning</p> <p>A knowledge of statutory requirements relating to the curriculum and assessment</p> <p>Sensitive to individual needs of the student</p>

Category	Essential	Desirable
Leading and Managing Staff	Ability to delegate work and support colleagues in undertaking responsibilities	Experience of working in staff teams Experience of supporting the continuing professional development of colleagues.
Accountability	Ability to communicate effectively orally and in writing to a range of audiences Ability to provide clear information and advice to staff and management committee	Experience of presenting reports Experience of offering support to improve performance
Skills Qualities and Abilities	High quality teaching skills Able to work independently and manage time effectively Able to work effectively in a team High expectations of students' learning and attainment Strong commitment to school improvement and raising achievement for all Ability to build and maintain good relationships Ability to organise work, prioritise tasks, make decisions and manage time effectively Ability to remain positive and enthusiastic when working under pressure	Evidence of motivating others