

## Job Title Teacher (MAT) Job Description and Personal Specification

<b>Job title:</b>	Teacher
<b>Place of work:</b>	On-site at the school
<b>Hours of work:</b>	MAT Teacher hours
<b>Salary/Grade:</b>	MPR1 – MPR12
<b>Reports to:</b>	Head Teacher
<b>Level of screening:</b>	Enhanced DBS

### Who we are

Catch22 exists to help build a society where everyone has a good place to live, good people around them, and a fulfilling purpose. We call these our '3Ps'.

We achieve this in two ways. First we improve lives on the frontline through delivery of public services. Secondly, we use our knowledge to change 'the system', to fix the complex web that can trap and disempower those it was set up to help. With the heart of a charity and the mindset of a business, we are uniquely placed to deliver on this challenging agenda.

### Where you fit in

To plan, deliver and manage specific subject area learning programmes for learners aged 4-18 (up to 25 if they have an EHCP) ensuring tracking and progressions is centered in the middle of your practice, allowing the development of complex and vulnerable students.

To be part of a team to manage behaviour and the complex needs of students.

### Main Duties & Accountabilities

Teaching and learning:

- Create an inspirational learning environment with high expectations of learner achievement, success and progression, respecting individual differences in culture and background and reflecting this in the environment of the classroom.
- Oversee and co-ordinate the development of your subject(s) area.
- Plan, produce and update schemes of work to meet curriculum, inspection, and accreditation requirements, taking into account guidance from the DfE and other regulatory bodies to ensure compliance with all current requirements.
- Prepare and deliver lessons/learning activities to individuals and groups of learners as required by the curriculum/timetable that:
  - Are informed by relevant and up to date subject, curriculum and pedagogical knowledge.
  - Reflect the wide range of needs of students within your classroom.
  - Use a range of teaching and learning strategies and resources in line with the school's teaching and learning policy adapted to learners' individual needs.

- Develop learning resources and learning routes that meet learner needs and the requirements of Catch22 and commissioner requirements.
- Prepare lessons for off site students for support staff to deliver and mark work in line with the education marking policy to ensure continuity of learning.
- Implement and maintain systems for monitoring and evaluating learning activities to ensure they are effective and worthwhile and best practice is maintained.
- Identify clear teaching objectives, learning outcomes and IEPs.
- Support and guide learners so that they can reflect on their learning, identify the progress they have made and set positive targets for improvement.
- Maintain a regular system of monitoring, assessment, record-keeping and reporting of student's progress using targets, tracking and other school systems.
- Provide management information and other statistical data as required.
- Maintain good order and discipline among the students, safeguarding their wellbeing. Set high expectations for behaviour and be responsible for behaviour management within your classroom and aiding in behavioural management across the school.
- Build effective and supporting relationships with students and families/carers; embed that trust and support within the education process. Liaise with outside agencies as appropriate.
- Work as part of a team to ensure effective pastoral support for learners.
- Ensure the effective use of support staff within the classroom.
- Undertake relevant administrative tasks associated with the teaching function including examination/accreditation entries for learners, register taking and invigilation.

#### Other duties:

- Act as role model; champion Catch22 and the Education directorate's vision and values.
- Comply with Catch22 policies and procedures including safeguarding, child protection, health and safety, data protection and confidentiality.
- Undertake personal and professional development activities and liaise with other staff so knowledge and best practice can be shared.
- Any other duties that may reasonably be required to deliver this role.

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### **What does good look like for this role?**

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- To provide effective leadership and management across specialist subject area, delivering a safe and secure education provision for students with complex needs and behaviours.
- To be the driver in behaviour management and student support for complex and vulnerable students.
- To manage the educational environment, which supports and motivates students with complex needs, whilst they undertake a high quality and aspirational curriculum.
- To drive performance and outcomes in engagement, curriculum, quality of teaching, safety, achievement and progression.
- Ability to fulfil the leadership and management responsibilities.

- To work with the school leadership team to ensure that the school's overall effectiveness is judged by OFSTED as consistently good or outstanding.

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## **Organisational Relationships**

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Reports to the Head Teacher or Curriculum and Learning Lead (as appropriate)

To become part of the team around the child that shapes education, social and cognitive development.

Develops positive relationships with students, parents/carers, external agencies (e.g. social services) and other key stakeholders.

Develops positive relationships with key personnel in the Catch22 Group.

<b>Job Title: Person Specification</b>			
<b>COMPETENCY</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASSESSMENT</b>
<b>QUALIFICATIONS</b>	<p>A recognised higher qualification with significant experienced of teaching and planning with a willingness to work towards QTS.</p> <p>Degree in related subject.</p>		
<b>KNOWLEDGE</b>	<p>A clear understanding of the National Curriculum and its application.</p> <p>A robust knowledge of behavioural techniques and theories and their application.</p> <p>Knowledge of the statutory requirements of equal opportunities, discrimination, health and safety, safeguarding and child protection.</p> <p>A sound knowledge of planning and assessment techniques.</p> <p>A secure knowledge and understanding of subject(s)/curriculum area(s) and related pedagogy.</p> <p>An extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.</p>		
<b>EXPERIENCE</b>	<p>Experience of working with our cohort of young people including those with complex, high behavior and additional learning needs.</p> <p>Extensive behaviour management experience with students</p>		

	<p>who have complex needs and extreme behaviour.</p> <p>Relevant classroom teaching experience.</p>		
<b>SKILLS &amp; ABILITIES</b>	<p>Ability to work effectively with students with complex needs</p> <p>Ability to communicate effectively both in verbal and written form.</p> <p>Ability to effectively use a variety of teaching and organisational styles and resources, including ICT to deliver outstanding teaching and learning</p> <p>Ability to work as part of a team to deliver a holistic educational package.</p> <p>Ability to cope with emotionally demanding situations.</p> <p>Ability to manage your time effectively.</p> <p>Flexible creative and adaptable approach.</p>		
<b>OTHER</b>	<p>Share Catch22 values</p> <p>Awareness of and commitment to Equality &amp; Diversity</p> <p>Willing to travel and work flexibly</p> <p>Desire to develop and undertake training as required</p>		