

## 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>	
<b>Salary/Grade:</b>	
<b>Reports to:</b>	Head Teacher
<b>Level of screening:</b>	

### 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

Required for September 2022, we are looking for a cross-curricular teacher to join our team at our alternative provision, The Burton Academy. Experience and interest in teaching outdoor education, PE and Forest School is desirable but not essential to the role. You will be teaching small groups of students who have emotional and behavioural difficulties. The work is intensive and requires flexibility, sensitivity, patience and resilience. An ability to work with and engage students with creativity and passion is essential.

You will be part of a small but effective team where communication and professionalism is paramount. The work, whilst challenging, is extremely rewarding. Primarily, you will be required to teach, produce schemes of work and lesson plans, and act in a tutor capacity to a small group of students. Building rapport with students/families/carers is key to this role and you will need to liaise with a variety of agencies to problem solve student issues and barriers to learning.

Previous experience of working within alternative provision is not essential, as full training will be provided, and we would welcome applications from mainstream teachers looking to broaden their experience within the education landscape. We positively encourage anyone interested in applying to visit the academy if they are able to do so, where you will be given a tour around our calm, friendly environment and can meet members of our supportive team.

### Main Duties & Accountabilities

Your main accountabilities as a teacher will include:

- Creating 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 classroom environment
- Overseeing and coordinating the development of your subject area(s)
- Planning, producing and updating 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
- Preparing and delivering timetabled lessons and learning activities to individuals and groups of students that:
  - Are informed by relevant, up-to-date subject, curriculum and pedagogical knowledge
  - Reflect the wider needs of students in the classroom
  - Use a range of teaching and learning strategies and resources in line with the school's teaching and learning policy
- Developing learning resources and learner routes that meet learner needs and the requirements of Catch22 and commissioner requirements
- Preparing lessons for off-site students for support staff to deliver
- Implementing and maintaining systems for monitoring and evaluating learning activities, to ensure they are effective and worthwhile and best practice is maintained
- Identifying clear teaching objectives, learning outcomes and Individual Education Plans (IEPs)
- Supporting and guiding learners so that they can reflect on their learning, identify the progress they have made and set positive targets for improvement
- Maintaining a regular system of monitoring, assessment, record-keeping and reporting of students' progress using targets, tracking and other school systems
- Providing management information and other statistical data
- Maintaining good order and discipline amongst the students, safeguarding their wellbeing. Setting high expectations for behaviour and being responsible for behaviour management within your classroom and aiding in behaviour management across the school
- Building effective and supportive relationships with students and families/carers, embedding that trust and support within the education process. Liaising with outside agencies as appropriate
- Working as part of a team to ensure effective pastoral support for learners
- Ensuring the effective use of support staff within the classroom
- Undertaking relevant administrative tasks associated with the teaching function including examination/accreditation entries for learners, register taking and invigilation

#### Other duties:

- Acting as a 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

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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.

Job Title: Person Specification			
COMPETENCY	ESSENTIAL	DESIRABLE	ASSESSMENT
<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>		