



Teacher Job Description

May 2023

Dear Applicant,

The positive impact you can have on a young person's life is likely to be the reason you got into teaching in the first place. At Slated Row School, that impact will be greater than you could have imagined.

If you share the ethos of 'Hope, Dignity and Respect' to create the best possible outcomes for our pupils, then we are the school for you.

Slated Row School is an all age (Reception to Year 14) special school for pupils with complex learning difficulties, operating across 2 sites in Milton Keynes. With three positions open, the successful applicant will be based at either the Wolverton or Kents Hill campus. This is a great opportunity to join a hardworking, caring, friendly and committed team in an outstanding school (*Ofsted Sept 2005, Dec 2008, Nov 2013 & May 2018*). We are one of six special schools which fall within the Milton Keynes unitary authority, with children coming from to the school from many parts of Milton Keynes and surrounding areas.

Relationships with families are essential to the smooth and successful running of the school. We pride ourselves on a person centered education and this is only possible when views from all involved in the child or young adult's life are taken into account.

We have a large staff group in excess of 140 people and are committed to the professional development of all. Slated Row staff go the extra mile to help the pupils and each other. Our school structure is designed to move the school forward, give people opportunities and offer support to each employee.

We are looking for an outstanding practitioner, who is dedicated to the welfare, safeguarding and achievement of every child; who wants to make a difference and knows the pathway that will allow pupils to do so.

If you have not worked in SEN before, but are enthusiastic and motivated to make the move, we will give you the additional training and support you require.

The benefits of working at our school are that every day brings a sense of achievement and progress, as you work alongside colleagues who are committed and enjoy working collaboratively. You will be part of a team where skills, knowledge and enthusiasm is recognised and appreciated.

If you would like to join an outstanding, enthusiastic, friendly and hardworking team, then I look forward to receiving your application.

Kind regards,

Zoë Baines

Miss Zoe Baines

Head of School

"Hope, Dignity & Respect"

Our Ethos & Vision

Slated Row is a school built on **hope, dignity and respect**, where everybody is valued and treated as an individual. We believe that everyone has the right to success and for that success to be celebrated. We have a professional approach to education whilst keeping a family feel. Our school community is built on restorative principles which encourage good behaviour and a positive attitude to learning.

“In Slated Row School there is warmth, humour and respect for each individual within a collaborative and restorative learning environment - where relationships are at the heart of student well-being and achievement”

Tom McCready, The Restorative Foundation

Our vision at Slated Row School is to offer the best educational opportunities in a friendly, safe, stimulating environment where laughter is encouraged. We aim to put everyone at the centre of their own learning journey which will help them to reach their full potential and prepare them for life beyond Slated Row.

“Every day is exciting and different. I feel support in my journey by the staff and pupils. This is a place you can continue to grow as a professional.”

Senior Leader

Our Key Aims are to...

- Provide a stimulating, secure and happy learning environment with equal opportunities;
- Develop everyone's intellectual, creative and physical skills to their full potential;
- Encourage everyone's social and emotional growth by fostering positive relationships;
- Develop the independence, self-belief and resilience of pupils within a wider multi-ethnic society;
- Develop pupils' self-esteem, confidence and their own voice;
- Develop pupils' work and life skills and thus their employability;
- Create a welcoming community that offers positive support to all.

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Duties

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document.

Purpose

- To carry out professional duties and to have responsibility for an assigned class/tutor group.
- To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.
- Manage Teaching Assistants in assigned class and when teaching other groups/classes.
- To promote the aims and objectives of the school and maintain its philosophy of education.

Key Responsibilities and Requirements

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To lead, manage and develop Teaching Assistants in assigned classes.
- To ensure effective use of support staff within the classroom, including parent helpers.
- To plan and prepare lessons in order to deliver the Curriculum at the appropriate level for the pupils and following school policies.
- To identify clear teaching objectives and learning outcomes, with appropriate challenges and high expectations.
- To organise and manage groups or individual pupils, ensuring differentiation of learning needs, reflecting all abilities.
- To share the corporate responsibility for the well-being and discipline of all pupils, safeguarding their health and safety.
- To plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To participate in meetings as required.
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that school policies are reflected in daily practice, ensuring all pastoral care is complete for children under teachers' care.
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To liaise with outside agencies when appropriate e.g. Educational Psychologist.
- To continue professional development, maintaining a portfolio of training undertaken.

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- To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the School's Health and Safety policy and any school-specific procedures / rules that apply to this role.

Performance Management

An annual review of this job description and allocation of particular responsibilities will take place as part of the Performance Management Review.

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Methods of Assessment	Essential / Desirable	Application	Interview
Qualification, Education and Training			
Qualified teacher status	E	X	
Assessed as a good or outstanding teacher	E		X
Relevant specialist qualifications and experience	E	X	X
Experience in a subject specialism	E	X	X
Additional SEND qualifications & courses	D	X	
Evidence of continuing professional development	E	X	
Experience and Knowledge			
Thorough knowledge and understanding of SEN curriculum and assessment requirements	E	X	X
Evidence of commitment to the principles and policies of inclusion and equal opportunities	E		X
Secure knowledge and understanding of how to make effective personalised provision for all pupils	E	X	X
Skills and Abilities			
Ability to use assessment to raise standards of achievement	E	X	X
Ability to motivate pupils and colleagues to recognise and respond to the diverse needs of learners	E		X
Ability to work in and to lead a team	E		X
Ability to plan and implement learning for the class(es), groups and individuals	E		X
Develop and produce appropriate resources to both enable and improve pupils' access to lessons and enhance learning.	E		X
Managing the deployment and performance of support staff within the school	E		X
Ability to use ASD friendly approaches, e.g. TEACCH and SCERTS	D	X	X
Ability to manage the classroom, maintaining appropriate behaviour and delivering learning activities, using the Positive Behaviour Support approach.	E		X
Values and behaviors			

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Ability to work as part of a wider school team	D	X	X
Great communication skills and the ability to take a team approach in a range of areas	E	X	X
A high level of professionalism and emotional resilience	E	X	X
Establish productive working relationships with pupils and promote inclusion and acceptance of all pupils.	E	X	X

How to apply

To apply for this post, please email Teri Lea Harding hr@slatedrow.com to request the Milton Keynes application form.

To apply for this post, please note that the application form must be completed in full and signed. It is not sufficient to substitute a CV for all or any part of the form.

We encourage applicants to visit the school and ask that you contact the school to arrange this.

You are welcome to telephone or e-mail the school to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form.

Completed applications should be sent to:

Miss Zoe Baines, Head of School hr@slatedrow.com

Slated Row School, Old Wolverton Road, Wolverton, Milton Keynes, MK12 5NJ

Deadline: **Friday 9th June 2023**

Shortlisting: **Monday 12th June 2023**

Interviews : **Friday 16th June 2023**

References

Please note that it is our practice to take up references before shortlisting for an interview. If you would prefer us not to do so unless you are shortlisted, please indicate this clearly in your application. Current and previous employers will be contacted as part of the verification process pre-appointment checks. When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your most recent employer. References from relatives or friends are not acceptable.

Child Protection

Slated Row is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Disclosure and Barring Service.

Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references, which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.