



CAPELLA HOUSE

Employer: The Auriga Academy Trust

School & Location: Capella House, Twickenham

Post Title: Senior Teacher

Contract: Full Time and Permanent

Grade: MPR/UPR plus SEN Allowance Plus TLR (£2721 - £4526) dependent on experience (Outer London)

Effective date of Job Description: 01/09/2019

Hours of Duty: 32.5 hours per week (1265 hours directed time)

Reports to: Headteacher

Liaison with: Headteacher/Teaching Assistants/Therapist/Administrator/Parents/Governors and other professionals

Context:

Capella House is a forward-thinking, unique and innovative special school with a very exciting future ahead. On condition of the funding agreement being in place and the school opening, we will start in September 2019 in our purpose built accommodation. The secondary centre is co-located with Clarendon School and Richmond upon Thames School (mainstream) and adjacent to Richmond upon Thames College. The Auriga Academy Trust was created in 2016 by our partner special schools Clarendon and Strathmore, in order to extend local SEND provision.

We are a specialist day school for learners who have an EHCP for speech, language and communication difficulties and who are able to follow a differentiated mainstream curriculum in a small class setting. Our pupils may also have other associated difficulties such as ASD, ADHD, sensory and social, emotional and mental health needs. Every member of Capella House School will have a voice and contribute to its core purpose: that of providing consistently excellent, engaging and innovative specialist teaching and learning opportunities in a nurturing, safe and therapeutically rich environment.

Expectations of Capella House pupils, parents and staff will be high. A multi-professional and highly skilled team (including Speech & Language and Occupational Therapists) will work collaboratively, developing personalised approaches to learning, ensuring that individual needs are met. A sense of humour will be a valuable attribute.

Main Purpose and Objectives of work

The teacher will:

1. Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
2. Meet the expectations set out in the Teachers' Standards
3. Deliver a broad, motivating and enriching curriculum differentiated through bespoke lessons in a highly personalised way to connect and fully engage with every learner.
4. Develop the individual's skills and abilities whilst fostering caring and positive attitudes.
5. Raise standards of achievement across the school for all pupils so that they achieve to the best of their ability in their academic, social, creative, personal, physical and moral development.
6. Work as a part of a team to provide pupils with:
 - An individualised personal curriculum
 - Opportunities to learn in the way best suited to their learning needs and styles
 - Maximum access to a range of methods of communication
 - A reduced dependence on adults
 - An enriched and motivating curriculum
 - Opportunities to be involved in real life experience beyond the classroom

General duties and responsibilities

Support the Headteacher by promoting the values and vision of the school through genuine commitment to teamwork, a proactive and conscientious responsibility to your duties.

Teach a broad and enriching curriculum to a class of pupils who have speech, language and communication (SLCN) as their primary need, and who may also have associated needs including autistic spectrum disorders (ASD), ADHD, sensory issues, social and emotional health needs .

Work collaboratively with the multi-professional team of therapists and teaching assistants so that approaches are personalised to meet individual needs and ensure that all pupils will be supported and challenged to:

- Grow in confidence and become as independent as possible
- Make a positive contribution to the school and the wider community, in which they are valued as individuals and act for the benefit of others.

Contribute to the evaluation, development and implementation of the school's policies, practices and procedures so as to support Capella House's values and vision.

Adhere to the schools safeguarding and behaviour support procedures and policies and be seen to actively promote them in all aspects of work.

Specific Duties

1. Leadership and Management

- To be responsible for the strategic development of the curriculum and assessment across the school.
- To work in consultation with the Headteacher as part of the Senior Leadership Team.
- To play an active role in the school development planning process and in other school improvement work.
- To deputise for the Headteacher as required.
- In liaison with the Headteacher to provide a supportive environment for colleagues through mentoring and coaching.
- To take an active role in the continuing professional development, appraisal and performance review of colleagues.
- To participate in arrangements for own further training and professional development.
- To lead the class team and support, supervise, organise and deploy the work of other members of staff/students/volunteers.
- To build effective warm professional relationships with parents/carers and pupils.

2. Quality of Education

Curriculum, Assessment, Teaching and Learning

- Set high expectations which inspire, motivate and challenge pupils.
- Lead and develop one or more curriculum area throughout the school and provide information, training, support etc. to other members of staff (plus volunteers and students as appropriate).
- Be an outstanding and inspirational classroom practitioner able to reflect on and adapt one's own teaching and have a positive impact on that of others.
- Promote good outcomes by pupils linked to their EHCP outcomes.
- Demonstrate good subject knowledge across the taught curriculum.
- Plan and teach well-structured lessons following the school's plans, curriculum and schemes of work, including use of ICT.
- Adapt teaching to respond to the strengths and needs of all individual pupils.
- Monitor and assess pupils' work and to use assessment to inform planning and identify individual needs.
- Keep records of pupil progress and track and report achievement in line with school policies and procedures, statutory requirements and those related to External Accreditation and Awarding bodies.
- Organise and maintain a stimulating working environment appropriate for the range of activities taking place and the special educational needs of the pupils.
- Ensure that resources are created, organised and readily available to promote learning for individuals including ICT and access technology.
- Prepare and manage an annual subject development plan including costings.

3. Behaviour and Attitudes

- Promote good progress and outcomes by pupils.
- Manage behaviour effectively to ensure a positive and safe learning environment.
- Record, analyse and respond to incidents of behaviour in line with the behaviour policy.
- Along with all staff members, have a shared responsibility for the welfare and pastoral needs of all the students in school throughout the day and for keeping the Head/Assistant Headteacher informed of any developments or changes.

6. Personal Development

- Work collaboratively with other professionals e.g. Occupational and Speech & Language Therapists, Physiotherapist and implement programmes developed with them to secure co-ordinated outcomes.
- Ensure that progressing independent learning is a fundamental part of the daily routines of the classroom.
- Ensure that the use of agreed strategies and interventions are used consistently by all staff to support pupils' communication, health and emotional wellbeing.
- Be responsible for the forward planning, preparation, risk assessments and other arrangements for Educational Visits (including residential) for the class in accordance with the school's policies.
- Plan and deliver in collaboration with other staff the wider enrichment and life skills curricula.
- Participate in the wider life of the school by running extra-curricular activities and attending fundraising and social events, promoting positive relationships between staff, home and school.
- Carry out playground and lunch duties so that the ethos and aims of the school are supported and implemented throughout the whole school day.

7. To fulfil wider professional responsibilities

- Attend staff meetings as required.
- Encourage a productive partnership with parents/carers.
- Forge links with other staff, the co-located schools, other special schools and with community partners.