



Grange Park School  
Borough Green Road  
Wrotham  
Kent  
TN15 7RD



## RE TEACHER

### MPS/UPS + SEN Allowance (+ Potential TLR for PSHE)

### Start Date September 2024

#### Looking for career development?

A great opportunity has arisen for a RE teacher to join our school. We require a teacher with a record of good/outstanding pupils progress and results at GCSE, who can continue to challenge our pupils. If you are an outstanding teacher with a strong belief in the potential of all learners and the opportunity to make a difference, look no further.

This role also has the opportunity for a TLR for PSHE for the right candidate.

The school offers comprehensive training in ASC, exceptional CPD support and development opportunities as well as a wellbeing day to be taken in term time. You do not require SEN or Autism experience, many of our teachers have transitioned from mainstream settings.

The school offers a strong collaboration and outreach support from Grange Park School which is an autism specific provision for 11-19 year olds and has been accredited for over 10 years by the National Autistic Society (NAS). Grange Park School is currently judged as 'Good' by Ofsted, the school is very well placed to becoming Outstanding and is over subscribed.

We also offer more than the minimum 10% PPA. The school is part of a co-operative of 26 schools which provides greater opportunities and access to further career development.

Class sizes are small and have full time teaching assistants supporting classes to ensure pupils enjoy personalised learning.

Pupils are keen and highly motivated; they want to learn.

This post is ideal for a dynamic and motivated teacher who wants to develop knowledge and understanding of educating children with autism.

For further details, a job description and an application pack please visit [www.grange-park-school-kent.co.uk/site](http://www.grange-park-school-kent.co.uk/site) or email [office@grangepark.kent.sch.uk](mailto:office@grangepark.kent.sch.uk)

Grange Park School and all its personnel are committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced Disclosure application to the Criminal Records Bureau and ISA Registration, plus verification of the right to work in the UK. All references will be taken up before interview.

Grange Park School is committed to the positive promotion of equal opportunities for all.



# JOB DESCRIPTION

JOB TITLE	RE Teacher
SALARY POINT	Teachers Main Scale / Upper Pay Scale + SENA Permanent / Full Time Potential TLR for PSHE
REPORT TO:	Executive Headteacher/ Head of School / Senior Leadership Team
LIASION WITH:	Head/HofS/SLT, teaching/support staff, LA representatives, external agencies and parents.
RESPONSIBLE FOR:	The provision of a full learning experience and support for pupils.

## Main Purpose of Job

All pupils at Grange Park School have a diagnosis of Autism Spectrum Condition; teachers must demonstrate an understanding and knowledge of this in their teaching practice and be able to:

### Purpose:

- Teach throughout the school, meeting the pupils' autistic and academic needs
- Coordinate the
- curriculum area; implementing and delivering an appropriately broad, balanced, relevant and differentiated curriculum for pupils, assuring its quality and monitoring its delivery and assessment across the whole school to meet the needs of all pupils
- To monitor and support the overall progress and development of pupils as a teacher and coordinate the personal development of pupils in their form group
- To contribute to raising standards of pupil attainment
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Establish and develop links with Subject Leaders in mainstream and other special schools to promote the quality of whole school curriculum development.
- Ensure that the recording and reporting of pupil progress is used to promote effective teaching and learning by analysing and using the data for school improvement
- Develop, promote and monitor whole school policies and procedures
- Have reporting responsibility to Governors on School Improvement Issues related to areas of responsibility.

## MAIN (CORE) DUTIES

### Teaching:

1. To teach, pupils according to their educational needs, including the setting and marking of work to be carried out by the pupils in school and elsewhere.
2. To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
3. To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
4. To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of pupils.
5. To undertake a designated programme of teaching.
6. To ensure a high quality learning experience for pupils which meets internal and external quality standards.
7. To prepare and update subject/project materials and resources.
8. To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus.
9. To maintain discipline in accordance with the School's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
10. To undertake assessment of pupils as requested by external examination bodies, departmental and School procedures.
11. To mark, grade and give written/verbal and diagnostic feedback as required.
12. To ensure that extended learning tasks are set, completed and marked in accordance with departmental and School policy.

### Operational/ Strategic Planning

1. To assist in the development of appropriate syllabuses, resources, schemes of work/medium term plans, marking policies and teaching strategies within the curriculum area and in a wider context where necessary.
2. To contribute to the curriculum area and department's development plan and its implementation.
3. To plan and prepare courses and lessons.
4. To contribute to the whole School's planning and development activities.

### Curriculum Provision:

To assist the Deputy Headteacher and the Leadership Team, to ensure that the curriculum area provides a range of teaching which complements the School's strategic objectives and enables every pupil to learn and progress.

### Curriculum Development:

To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the School's Strategic Objectives.

### Staffing:

#### Staff Development: Recruitment/ Deployment of Staff

1. To take part in the School's staff development programme by participating in arrangements for further training and professional development.
2. To continue personal development in the relevant areas including subject knowledge and teaching methods.
3. To engage actively in the Performance Management Review process.
4. To ensure the effective/efficient deployment of classroom support.
5. To work as a member of a designated team and to contribute positively to effective working relations within the School.

### Quality Assurance:

1. To help to implement School quality procedures and to adhere to those.
2. To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed School procedures, including evaluation against quality standards and performance criteria.
3. To seek/implement modification and improvement where required.
4. To review from time to time methods of teaching and programmes of work.
5. To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School.

- Management Information:
1. To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
  2. To complete the relevant documentation to assist in the tracking of pupils.
  3. To track pupil progress and use information to inform teaching and learning.
- Communications:
1. To communicate effectively with the parents of pupils as appropriate.
  2. Where appropriate, to communicate and co-operate with persons or bodies outside of the School.
  3. To follow agreed policies for communications in the School.
- Marketing and Liaison:
1. To take part in marketing and liaison activities such as Parents Evenings, EHCP/Annual Review meetings and liaison events.
  2. To contribute to the development of effective subject links with external agencies.
- Management of Resources:
1. To contribute to the process of the ordering and allocation of equipment and materials.
  2. To assist the Deputy Headteacher to identify resource needs and to contribute to the efficient/effective use of physical resources.
  3. To co-operate with other staff to ensure a sharing and effective usage of resources to the to the benefit of the School, department and the pupils
- School Pupil Support:
1. To be a Form Tutor to an assigned group of pupils.
  2. To promote the general and academic progress and well-being of individual pupils and of the Class Group as a whole.
  3. To register pupils, accompany them to assemblies, encourage their full attendance at School and at all lessons and their participation in other aspects of School life.
  4. To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required.
  5. To contribute to the preparation of Action Plans and progress files and other reports.
  6. To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
  7. To communicate as appropriate, with the parents/carers of pupils and with persons or bodies outside the School concerned with the welfare of individual pupils, after consultation with the appropriate staff.
  8. To contribute to PSHE and citizenship and enterprise according to School policy.
  9. To apply the Behaviour management systems so that effective learning can take place.

Other Specific Duties:

- To play a full part in the life of the School community, to support its distinctive mission and ethos and to encourage staff and pupils to follow this example.
- To support the School in meeting its legal requirements for worship.
- To promote actively the School's corporate policies.
- To continue personal development as agreed.
- To comply with the School's Health and safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by the Headteacher not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

## Personal Specification

<u>Essential</u>	<u>Desirable</u>
Qualifications	
<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of additional further educational or professional qualifications or development</li> </ul>
Experience	
<ul style="list-style-type: none"> <li>• Successful teaching experience (or teaching practice)</li> <li>• Have an understanding of the learning needs of children with ASC and be able to differentiate the work to engage them and promote learning.</li> <li>• Able to demonstrate successful teaching and learning strategies to personalise learning and help every pupil to achieve their potential</li> <li>• Experience of implementing classroom strategies to challenge all pupils including those with Additional Educational Needs</li> <li>• Experience of teaching Key Stages 3, 4 and 5</li> <li>• Able to demonstrate the delivery of cross curricular themes within subject teaching</li> <li>• Demonstrate the ability to plan effectively whilst retaining the flexibility to change according to circumstances</li> <li>• Experience of the use of ICT to enhance learning</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching Key Stages 3, 4 and 5</li> <li>• Experience of teaching the examination courses currently offered by the department</li> <li>• Experience of working to raise self-esteem of pupils as independent learners</li> <li>• Experience of using innovative approaches in the classroom</li> </ul>

Knowledge & Understanding	
<ul style="list-style-type: none"> <li>• Good knowledge of the subject</li> <li>• A thorough understanding of how to structure delivery to ensure all pupils progress appropriately</li> <li>• Knowledge of the use of data to support and develop learning and teaching</li> <li>• An understanding of current wider educational initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of innovations in teaching and learning</li> <li>• Knowledge of new and emerging technologies</li> </ul>
Decision-making Skills	
<ul style="list-style-type: none"> <li>• The ability to investigate, resolve problems and make decisions</li> <li>• This will include an ability to:</li> <li>• Collect and weigh evidence, make judgements and take decisions in line with good educational practice</li> <li>• Think creatively and imaginatively to solve problems and identify opportunities</li> </ul>	
Communication Skills	
<p><i>Personal quality:</i></p> <ul style="list-style-type: none"> <li>• The ability to communicate clearly and take into account, where appropriate, the views of others</li> </ul>	
<p><i>Professional quality:</i></p> <ul style="list-style-type: none"> <li>• The ability to effectively communicate orally and in writing to a range of audiences</li> <li>• The ability to negotiate and consult</li> </ul>	
Self-Management Skills	
<ul style="list-style-type: none"> <li>• The ability to plan time and organise work effectively</li> <li>• This will include an ability to: <ul style="list-style-type: none"> <li>○ Prioritise and manage time</li> <li>○ Work under pressure and meet deadlines</li> <li>○ Be self-motivating and set personal goals</li> </ul> </li> </ul>	
School Ethos	
<ul style="list-style-type: none"> <li>• An ability &amp; commitment to develop and maintain the ethos of the school in partnership with the Head</li> <li>• Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development</li> <li>• Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education</li> </ul>	

Personal Attributes	
<ul style="list-style-type: none"><li>• Reliability and integrity</li><li>• Adaptability to changing circumstances &amp; ideas</li><li>• Energy and enthusiasm</li></ul>	