

SEMH Teacher of Science (with potential at interview for STEM Lead)

£28,000 - £32,000 a year - Permanent, Full-time

Overview of the Post

About the Role

Impact North West Schools is a registered Independent special school working with young people who need support to help a transition back into their mainstream or specialist setting. We offer a variety of programmes depending on the needs of the young person and some, where it is in the child's best interest, stay with INWS until Year 11.

We are looking for an inspirational teacher of Science who is passionate about working with learners who require additional SEND support, in particular those with social, emotional and mental health needs. You will need to have experience in teaching, either in mainstream or specialist settings and will need to be aware of the GCSE exam boards and specifications. You will be able to teach both KS3 and KS4, adapting and developing our own schemes of work. You will identify clear outcomes, content, lesson structures and sequences appropriate to your specialist subject for the pupils being taught. You would be working as part of a close-knit team and will take part in group decisions on how we best meet the needs of each learner via learner specific meetings, team meetings and ongoing training.

You will be working with small class sizes of 6 learners or less.

When learners are not on site you will help build upon our extensive schemes of work, which means less planning time, allowing you to devote more time to tutoring our learners and building stronger relationships based on their individual needs.

You should be empathetic with our learners, understanding their additional needs that have led us to helping them on their educational journey.

Essential personal qualities include enjoying working as part of a collaborative team, building relationships with learners, colleagues and parents and having an engaging and approachable personality.

You will be asked to record learner progress on our internal systems (Arbor and CPOMS). All tutors are responsible for examination predictions and results for their subject area, participating in discussions of learner targets and progress as well as suggesting improved methods and assisting with forward planning.

You must be able to demonstrate a thorough knowledge and understanding of the curriculum requirements and developments within your specialist subject.

You must have secure knowledge and understanding of how to make effective personalised provision for all learners, including those who have social, emotional and mental health needs.

You must display a desire to work with vulnerable young people and support their needs within our holistic setting that prepares them for when they leave.

Essential

You must have QTS.

Desirable

Experience of working with exam boards.

JOB DESCRIPTION

MAIN PURPOSE

The leading practitioner will lead on the improvement of teaching skills through modelling high-quality teaching, coaching and training other members of staff.

Job responsibilities will include, but are not limited to:

DUTIES AND RESPONSIBILITIES

Raising quality of teaching and learning.

Carry out teaching responsibilities in line with the professional duties of a teacher.

Supporting the set up and ongoing leading of Impact North West Schools to ensure effective delivery of the STEM curriculum programme.

To raise attainment for all young people.

To consistently plan, prepare and deliver high quality, engaging interventions for all learners.

To be responsible for the ongoing monitoring, reviewing and assessments of all learners.

Develop and implement policies for STEM, in-line with Impact's commitment to high-quality teaching and learning.

Lead in organising activities related to STEM including innovative lesson plan, visits and trips. To promote careers and build links with relevant local industry and organisations Develop a strategic vision for the delivery of STEM across all centres.

To provide regular CPD to colleagues across STEM departments and keep abreast of the latest STEM initiatives.

Any statutory curriculum requirements and the requirements for assessment, recording and reporting of learner's attainment and progress.

Set high expectations and targets for students in every group taught based on the data provided.

To coordinate joined up practice within the centre.

Leading on:

- Key stage 3 and 4 Science curriculum
- Key stage 3 and 4 Technology Curriculum
- Key stage 3 and 4 Maths curriculum

Model consistently high-quality teaching and be able to demonstrate excellent practice to others.

Produce high-quality teaching materials that support excellent practice.

Prepare and deliver training courses across the school to improve teachers' practice .

Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice.

Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice.

Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching.

Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement.

Set challenging and ambitious targets for pupils on interventions and update parents' on progress.

Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching.

Promote strategies which support differentiation, inclusion and positive behaviour.

Monitoring and evaluation.

Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc.

Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development.

Support with self-evaluation and school improvement planning across the IMPACT Northwest.

Professional development

Lead on researching best practice and keeping up-to-date with the latest developments.

Share knowledge with staff and offer support to implement the research into their own practice.

Inform staff about the latest innovations in intervention strategies.

Lead on identifying high quality CPD programmes to improve quality of teaching and learning Take part in the school's appraisal procedures.

Take part in further training and development in order to improve own practice.

Where appropriate, take part in the appraisal and professional development of others.

Management of staff and resources

Direct and supervise support staff assigned to them, and where appropriate, other teachers.

Contribute to the recruitment and professional development of other teachers and support staff.

Deploy resources delegated to them.

Other areas of responsibility

SAFEGUARDING

Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.

Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.

Promote the safeguarding of all pupils in the school.

Person Specification

We are looking for somebody who is passionate about working with learners who require additional support, in particular those with social, emotional and mental health needs. You would be part of a close-knit team and will take part in group decisions on how we best meet the needs of each learner via learner specific meetings, team meetings and ongoing training.

You must possess a genuine drive and passion to engage with learners who have found it difficult to cope in a mainstream setting.

You must be inspirational to the learners, leading and motivating them to overcome their barriers to learning and to enable them to achieve their potential.

You must be a reliable and flexible team player with excellent timekeeping.

You must have the ability to work within the INWS ethos, upholding our core values.

You should be aware of the Ofsted Independent School standards and Education Inspection Framework

You would be excited about working with small class sizes of 6 pupils or less, (with at least one member of support staff). When learners are not on site you will help build upon our extensive schemes of work which means less planning time which allows you to devote more time to teaching individuals and building stronger relationships based on their individual needs.

You should be empathetic with our learners, understanding their additional needs that have led us to helping them on their educational journey.

Essential personal qualities include enjoying working as part of a collaborative team, building relationships with learners, colleagues and parents and having an engaging and approachable personality.

The successful candidate will need to have experience in teaching, either in mainstream or specialist settings and will need to be aware of the GCSE exam boards and specifications.

SEN experience desirable.

SAFER RECRUITMENT STATEMENT

Impact North West Schools (INWS) is committed to safeguarding and promoting the welfare of children and young people in its school. INWS complies with the statutory legislative requirements and guidance that seeks to protect children including 'Keeping Children Safe in Education Guidance'. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Safer Recruitment

Job descriptions and persons specifications make reference to safeguarding and child protection and all posts are subject to a Disclosure and Barring Service certificate (DBS). All advertisements include our safeguarding statement and commitment.

Application Stage

All applicants are scrutinised to verify identity and academic or vocational qualifications.

Professional references are requested using our standard proforma for shortlisted candidates.

References must cover a period of the last 5 years of employment. As a minimum these should be from the two most recent employers. References are checked against previous employment history and gaps in employment.

Professional references must be obtained from professional email addresses.

The application form requires applicants to complete a disclosure of any criminal convictions.

Shortlisting

Only those candidates meeting the criteria outlined in the person specification will be shortlisted.

Interview

Shortlisted candidates will take part in an in-depth interview and selection process.

Candidates will be asked to address any discrepancies, anomalies or gaps in employment in their application form and this includes their employment history.

Candidates at the end of their interview will be reminded of their responsibility to disclose criminal convictions that are subject to DBS check if they have not already done so on the application.

Appointment

Disclosure and Barring Service and other pre-employment compliance checks.

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts.

Keeping Children Safe in Education declaration.

Further identity checks to determine you are who you say you are.

Inclusion on our Single Central Record (SCR).

Prohibition checks for appropriate applicants.

Proof of right to work in the UK must also be provided.

Probation

All new staff will be subject to the INWS probation procedure for a period of six months.

The probation period is to enable the assessment of an employee's suitability for the job for which they have been employed which includes the monitor and review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification.

This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Equal Opportunities

INWS recognises the value of, and seeks to achieve, a diverse workforce which includes people from all backgrounds.

INWS takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences.

This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community.

INWS is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation

INWS is committed to ensuring that your privacy is protected.

By signing a contract of employment you will agree for INWS , and/or agents appointed by the Trust, to process your personal data, including "sensitive personal data" as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/ or administration, as well as, complying with applicable laws, regulations and procedures.

The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to INWS.