



**Red Hall Primary School
Headingley Crescent
Darlington
Co Durham
DL1 2ST**

**Head Teacher: Ms J Davidson
Tel: 01325 254770
www.redhallprimary.org.uk
Email: admin@redhall.darlington.sch.uk**

TEACHER IN CHARGE – NEW PRIMARY SEMH UNIT

EXPERIENCED PRIMARY SEMH TEACHER

Full-Time

Salary: MPR/UPR plus SEN Point plus an additional TLR2c allowance

Required to commence MAY 2021 or as soon as possible.

The pupils, staff and governors are seeking to appoint an enthusiastic, creative and inspiring teacher who is passionate about learning and committed to nurturing the emotional well-being of children.

The post is the first appointment for a brand new unit, providing a safe and nurturing environment for Primary School aged pupils with Education, Health and Care Plans with a primary need of Social, Emotional and Mental Health difficulties.

Our brand new provision is a new building attached to Red Hall Primary School, a mainstream primary school in Darlington. The post is required from May 2021 (or earlier) to work with the Head Teacher to help turn our plans for this provision into reality, with the aim of our first children joining us in September 2021.

We are looking for individuals who:

- Are adaptable and reflective practitioners who have experience of working with children with SEMH and additional needs.
- Have the flexibility to work with pupils from Key Stage 1 to Key Stage 2.
- Have very good classroom organisation and very strong behaviour management skills.
- Has experience or knowledge of working with children affected by trauma and ACES and understands the concept that behavior is a form of communication
- Have a clear understanding of the needs of all pupils and have experience of developing and delivering flexible and individual curriculums.
- Are passionate about developing strong, working relationships with children, parents/carers and the school community.
- Have worked within a multi-agency approach and have a good understanding of creating learning plans for children with individual needs.
- Are able to work as part of the school's dedicated and effective team.

Working as part of our Leadership team, you will demonstrate a clear understanding of delivering consistent, high quality learning opportunities for children with higher and complex needs.

If you have the skills and ambition to make a positive contribution to our team, we would love to hear from you.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure from the Disclosure and Barring service) and pre-employment checks will be undertaken before an appointment is confirmed.

If you would like visit the school and have an informal chat with the Head Teacher, please contact the school office to arrange this. Visits will be arranged outside of school hours in a Covid secure way.

Application forms must be returned direct to the Head Teacher at the above email address.

Closing date: Thursday 11th March 2021 at 12pm

Interviews: Monday 15th March, 2021



DARLINGTON BOROUGH COUNCIL

RED HALL PRIMARY SCHOOL

JOB DESCRIPTION

<u>POST TITLE:</u>	CLASS TEACHER
<u>GRADE:</u>	MPR / UPR plus SEN Point plus TLR2C
<u>REPORTING RELATIONSHIP</u>	To the Head Teacher
<u>JOB PURPOSE:</u>	To carry out the duties of a teacher set out in the statutory conditions of employment for teachers as defined in the School Teachers' Pay and Conditions Document

Each class teacher is responsible for carrying out the duties of a teacher as set out in the current copy of The School Teachers' Pay and Conditions Document. This job description may be modified by the Head Teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Specific duties of a teacher **at Red Hall Primary School** are detailed below.

1. To have a commitment to the agreed whole school vision and values as published in the school prospectus. To positively promote and contribute to the team ethos of the school.
2. To plan, prepare and implement an appropriate programme of work for the children which:
 - o takes account of each child's individual needs through differentiation of expectation/task.
 - o considers the needs of the child in all aspects of development.
 - o fulfils the National Curriculum requirements.
 - o is in line with whole school policies.
 - o motivates the children to learn independence and self-confidence.
 - o have an awareness of decisions made by the Government, LA, Governing Body and Support Agencies.
 - o has a commitment to first-hand experience/curriculum enrichment and the celebration of children's contributions.
3. To assess and evaluate the children's work and provide pupil profiles/records of achievement which:
 - o are in line with the National Curriculum requirements.
 - o enable the tracking and monitoring of progress and inform the setting of annual targets.
 - o form the basis of professional dialogue with: Colleagues; Parents; Support Agencies; Link Schools etc.
 - o are filed and available (on request) to parents.
4. To ensure that all the children within the class have equal access to the experiences and opportunities provided.
5. To take an active part in meetings/working groups relevant to the age range that you are teaching. To actively promote and implement whole school policies.
6. To have high expectations of the children in work, attitude and behaviour.

7. To have pastoral care of the teaching group, within the school ethos, by:
 - being a good role model for the children in all personal qualities.
 - fostering the positive self-image of each child through praise and encouragement.
 - respecting each child and ensuring that the children know they are valued.
8. To alert the SENCO to a cause for concern, who will in turn liaise with the Deputy Head Teacher and the Head Teacher.
9. To continue personal and professional development.
10. Ensure that you work in line with all the Council's policies and procedures and ensure that you are aware of your obligations under these.
11. Behave according to the Employees' Code of Conduct and ensure that you are aware of your obligations and responsibilities re: conflicts of interest, gifts, hospitality and other matters covered by the Code.
12. Carry out your role in line with the Council's Equality agenda.
13. To comply with health and safety policies, organisational statements and procedures, report any incidents / accidents/ hazards and take a pro-active approach to health and safety matters in order to protect yourself and others.
14. Any other duties of a similar nature related to this post that may be required from time-to-time.
15. You are required to safeguard and promote the welfare of children for whom you have responsibility, or with whom you come into contact, to include adhering to all specified procedures.
16. This post has a high level of contact with, and responsibility for, children
17. This post is deemed to be a 'Customer Facing' role in line with the definition of the Code of Practice on the English language requirement for public sector workers
18. This post is subject to an enhanced disclosure. The successful applicant will be subject to the relevant vetting checks before an offer of appointment is confirmed. Following appointment, the employee will be subject to rechecking as required from time to time by the School/Council.

Darlington Borough Council and Red Hall Primary School are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

February 2021



DARLINGTON BOROUGH COUNCIL

RED HALL PRIMARY SCHOOL

TEACHER KS2 – PERSON SPECIFICATION

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status	AF/C			
	E2	Positive Behaviour Management (Team Teach) training, or be willing to undertake training	AF/C			
Professional Development	E3	Evidence of attendance at recent and relevant training within the last two years	AF/I	D1	An active interest in staff development and willing to fully participate	AF//R
Experience & Knowledge	E4	Minimum of 3 years recent successful teaching experience in a relevant provision and	AF//R			
	E5	Experience of working with children with SEMH, ACES, trauma and additional needs				
	E6	A thorough and up to date knowledge of the structure and content of the National Curriculum	AF//R			
	E7	Experience of working with pupils from Key Stage 1 to Key Stage 2	AF//R			
	E8	A clear understanding of the needs of all pupils and have experience of developing and delivery flexible and individual curriculums	AF//R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E9	Experience of working successfully and co-operatively within a multi-agency approach	AF//R			
	E10	Experience of creating learning plans for children with individual needs	AF//R			
Skills	E11	Evidence of commitment to raising achievement and making significant impact upon children's learning and progress	AF/I			
	E12	Proven experience of high standards of classroom practice and strong behaviour management skills	AF//O			
	E13	High quality and reflective practitioner	AF//R			
	E14	Ability to lead a team of staff and to be aware of everyday issues that affect them and the running of the unit	AF//R			
	E15	Ability to motivate and enthuse children and staff	AF//R			
Personal Attributes	E16	Ability to demonstrate enthusiasm, sensitivity and a caring attitude whilst working with children	AF//R	D3	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people	AF//R
	E17	High degree of motivation for working with children to promote their development and educational needs	AF//R			
	E18	Evidence of being able to build and sustain effective working relationships with staff, governors, parents/carers and the wider community	AF//R			
Special	E19	Interest in working with children to promote	R			

Requirements		their development and educational needs				
	E20	Ability to form and maintain appropriate relationships and personal boundaries with children	D			
	E21	Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	R/D			
	E22	Suitability to work with children	D			

Key – Stage identified	
AF	Application Form
C	Certificates
O	Observation
I	Interview
R	References
D	Disclosure

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references