

Job Description and Person Specification

Post Title and Grade	Teacher Complex Needs MPS /UPS
Location:	Baskerville School, Fellows Lane, Harborne, Birmingham B17 9TS Telephone Number: 0121 427 3191
Reporting to:	Assistant Head teacher
Direct reports:	Teaching Assistant
Hours of work:	32.5hours
Start date	January 2025
About us	
<p>Baskerville is a secondary school for students with Autism. Our students have a very wide range of abilities and needs, from those with severe learning difficulties to those successfully completing GCSE courses. The school is situated on a beautiful site, with lots of outdoor learning opportunities.</p> <p>We are looking for enthusiastic and dynamic Teacher to join our popular and ambitious school. We are particularly looking for applicants who are keen to work with students with Autism/SLD and complex Autism.</p> <p>What we can offer:</p> <ul style="list-style-type: none"> • An exciting and innovative curriculum • Working as part of an experienced, supportive and motivated team • Purposeful, exciting CPD opportunities • Collaboration and opportunities with our 6 fellow Co-operative Trust Schools • Forest School provision • Aspirational Senior and Middle Leadership Teams • Specialist rooms • Strong Governing Body • A culture of staff well-being 	
Purpose of the role	
<ul style="list-style-type: none"> • Meet the expectations set out in the Teachers' Standards. • Promote the safety and wellbeing of pupils. 	
Responsibilities and duties	
Knowledge and understanding	
Demonstrate good subject and curriculum knowledge.	

Have a good understanding of Autism and what constitutes an effective learning environment for children with ASC.

Planning and setting expectations

Plan and teach well-structured lessons identifying clear teaching objectives/ intentions. Set appropriate and challenging expectations for pupils' learning and Motivation. Set clear targets for pupils' learning, building on prior attainment. Set high expectations which inspire, motivate and challenge pupils.

Teaching and managing pupil learning

Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained and effective use is made of teaching time.

Use agreed school based teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.

Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships. Adapt teaching to respond to the strengths and needs of the pupils.

Pupil achievement

Assess, monitor, record and report on the learning needs, progress and achievements of pupils, making accurate and productive use of assessment.

Promote good progress and outcomes by pupils.

When applicable, understand the demands expected of pupils in relation to the National Curriculum.

Set appropriate outcomes in pupils' Education and Health Care Plans (EHCPs) and be able to show progress and assess against these outcomes.

Relationships with parents/carers and wider community

Know how to prepare and present informative reports to parents.

Use school based, home-school systems as appropriate.

Recognise that learning takes place outside the school context and provide opportunities to develop pupils' understanding by relating their learning to real examples.

Understand the need to liaise with agencies responsible for pupils' welfare.

Communicate effectively with pupils, parents and carers.

Managing own performance and development

Understand the need to take responsibility for your own professional development and to keep up to date with research and developments in pedagogy and in the subjects you teach.

Understand your professional responsibilities in relation to school policies and practices.

Set a good example to the pupils you teach in your presentation and your personal conduct.

Take part in the school's appraisal procedures.

Managing and developing staff and other adults

Establish effective working relationships with professional colleagues including all support staff and students.

To be responsible for the direction of support staff, students and volunteer helpers within the classroom.

Maintain and contribute to a positive and friendly working environment keeping all designated working and communal areas clean and tidy.

Managing resources

Select and make good use of learning material and resources including ICT that enable teaching objectives to be met.

WORKING WITH COLLEAGUES AND OTHER RELEVANT PROFESSIONALS

Collaborate and work with colleagues and other relevant professionals within and beyond the school.

Develop effective professional relationships with colleagues.

Work with other to continue to develop the curriculum to ensure it is as meaningful as possible for all pupils in the school.

Personal and professional conduct

Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.

Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.

Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

General responsibilities and duties

If you feel you have the skills to lead and inspire both staff and students, we would like to hear from you. If you would like to make informal enquiries, please contact Yasir Idris at the school on 0121 427 3191 or by email at y.idris@baskvill.bham.sch.uk

Application forms and further details are available to download from the school website, www.baskvill.bham.sch.uk Completed application forms should be sent to the HR Department at the school or emailed to hr@baskvill.bham.sch.uk

Baskerville School is committed to safeguarding and promoting the welfare of children. Successful candidates will be required to undertake an enhanced Disclosure and Barring Service check.

Baskerville School's [Safer Recruitment](#) and the [Recruitment of Ex Offenders Policy](#) can be found on the links contained herein or on the School's website.

Please note, applications will only be accepted on the official Birmingham City Council Application form, which can be found on the school website. CVs will not be accepted.

This job description reflects the current requirements of the post. As duties and responsibilities change and develop due to changes in organisational and other circumstances, so the actual duties and responsibilities will vary from the particulars of this

job description. Job descriptions will be updated or amended from time to time to reflect such changes.

Closing date Monday 14th October 2024 at 15:00pm

Interviews will be held week commencing Monday 21st October 2024

Person Specification

Criteria	Essential	Desirable	HOW IDENTIFIED AND ASSESSED AP Application I Interview R References TL Taught Lesson
Education/qualification and training			
Excellent grades at A-level, or equivalent qualifications	X		AP
Good honours degree	X		AP
Qualified Teacher Status	X		AP
PGCE	X		AP
Experience			
Effective classroom management and control skills	X		AP, I, R, TL
Recent teaching experience	X		AP, I, R
Have proven and effective classroom practice	X		AP, I, R
Be able to plan effectively to meet the learning needs of the children in your class		X	AP, I
Provide a happy, stimulating environment where children enjoy their learning	x		AP, I
Have the ability to liaise with colleagues, parents and governors	x		AP, I
Knowledge/skills			
Outstanding subject knowledge	X		I, TL
Successful class teacher showing commitment to both academic and general welfare of pupil	X		I, TL

Has a clear philosophy for education which is demonstrated in practice	X		I, TL
Has the ability to communicate effectively with team members and is able to demonstrate the impact of action taken	X		TL
Excellent communication skills, both written and verbal	X		AP, I
Excellent organisational skills, including keen attention to detail	X		AP, I
Excellent IT skills, including the ability to learn new systems quickly and use them intelligently and flexibly	X		AP, I
Create a happy, safe, challenging and effective learning environment		X	AP, I
Personal characteristics/other requirements			
Commitment to the educational vision and the mission of Baskerville School	X		AP, I
Profound and continuing interest in the subject(s) to be taught	X		AP, I
Has the ability to relate appropriately to children	X		AP, I
Have a commitment to continuous professional development	X		AP, I
Capacity to take initiative and to innovate	X		AP, I
Has evidence of the ability to be a good team member	X		AP, I
Can organise and manage time effectively to meet deadlines	X		AP, I
Has an excellent level of resilience	X		R, I
Bring outside interests into school that will enhance the children's learning.		x	AP, I