



Classroom Teacher (Maths) - Inspired Directions School

Salary:	£27,000 - £33,000
Pension contribution:	5% employer's contribution to personal pension plan
Hours:	37 hours per week
Annual leave:	Term-time only
Employment term:	Permanent
Reporting to:	Headteacher (Inspired Directions School)
Location:	Hackney

Inspire supports young people to create a positive future for themselves. Our Inspired Directions School supports 15 young people aged 14-16 who find it difficult to engage with mainstream education, helping them to believe in themselves, gain qualifications and build positive pathways.

Our curriculum is enhanced by work-related learning and work experience. Developing students' employability and enterprise skills, we offer a clear, supported pathway into relevant further education or training at 16. Our long-term aim is to equip each young person with the essential skills to secure employment or a place on a training or education course at 18.

Our school is a small, welcoming space and our values are individualism, progression and community. Students have regular opportunities to engage with a working office as our Inspire charity colleagues are based just next door. This gives us an opportunity to share the city and local employer connections, and to deliver onsite employability workshops, work experience and mentoring.

We work with students who struggle to engage with mainstream education, including those who:

- Have experienced bullying, are vulnerable and/or anxious
- Need to build resilience and trust in adults and teachers
- Have special educational needs
- Are looked after children
- Have English as an additional language
- Are repeat non-attenders
- Have multi-agency involvement
- Have Education Health and Care Plans

The scale of our school (maximum of 15 students onsite) means that we can achieve a very high staff to student ratio of 1:2. This helps with behaviour management and safeguarding, as well as delivering our individualised learning plans and regular mentoring sessions.

Safeguarding

Inspire is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults in its care. We will take every reasonable step to ensure that children, young people and vulnerable adults are protected where our staff and associates are involved in the delivery of our work. As an employer, we expect all staff and volunteers to share this commitment;



and as such an enhanced Disclosure and Barring Service (DBS) Check is required and safeguarding training is provided.

About the role

The Classroom Teacher will play a key role in the education of our students, working closely with the Curriculum Coordinator to deliver a comprehensive Maths GCSE and functional skills curriculum. The postholder will teach high-quality lessons, supported in-class by our Learning Assistants, working with students to set individual learning plans and tracking their academic and other progress throughout the year.

Responsibilities

1. Classroom teaching

- Implementing and delivering a relevant and differentiated curriculum for students in Maths
- Facilitating and encouraging a learning experience which enables students to achieve their potential
- Monitoring and supporting the overall progress and development of students
- Contributing to raising standards of student attainment
- Monitoring the effectiveness of the curriculum by regularly assessing young people's progress, keeping careful records and writing reports for parents
- Supporting the development of a positive programme of parental involvement with the school
- Creating a stimulating environment which is well organised and includes high-quality teaching
- Demonstrating an understanding of the principles and practices of child-centred learning, providing a broad and balanced programme for all students by ensuring differentiation
- Undertaking other duties as directed by the Headteacher
- Working with the Curriculum Coordinator, writing and implementing Individual Learning Plans
- Developing and delivering appropriate syllabuses, resources, schemes of work and marking policies
- Contributing to the implementation and achievement of the school's development plan
- Planning and preparing lessons
- Developing expertise in the assigned curriculum area
- Keeping abreast of subject updates through research and Continuing Professional Development
- Effectively using curriculum resources
- Ensuring compliance with statutory curriculum guidance
- Ensuring students receive a high-quality education in accordance with our ethos and values

2. Behaviour management

- Maintaining student discipline, in accordance with our procedures. Modelling good practice with regard to punctuality, behaviour and work
- Contributing to behaviour management, taking charge of situations to ensure that the learning environment is calm and well organised, in line with our Student Behaviour Policy
- Establishing and maintaining supportive relationships with individual students and their parents and carers, including regular liaison to discuss student progress and development or issues
- Attending external meetings when required, including liaising with professionals connected with students and attending educational reviews to discuss their progress
- Writing and implementing Individual Behaviour Plans for students

3. Line management

- Managing a small number of Learning Assistants



- Setting an example of professionalism to other school staff
- Carrying out regular reviews and annual performance reviews of Learning Assistants in line with Inspire's performance management framework

4. Assessment and reporting

- Following assessment and reporting procedures and policies
- Managing student records and providing summary reports internally
- Ensuring the effective administration and upkeep of data and records, including electronic and paper-based records for staff, students, parents and outside agencies and delivery partner service level agreements

5. Safeguarding

- Understanding and adhering to our safeguarding policies and processes
- Attending safeguarding training when required, as a minimum on an annual basis
- Conducting risk assessments to ensure all learning environments are safe and effective

6. Personal Development

- Adhering to Inspire's Performance Management Framework and taking part in appraisals
- Working with the Headteacher to identify and work towards personal development objectives
- Exploring and taking up opportunities for continuing professional development

Area	Essential/ Desirable	Criteria
Qualifications	E	Educated to degree level or equivalent
	E	Teaching qualification
Experience	E	Working in or with an alternative provision or education setting with students aged 14-16
	D	Ofsted inspections, the Common Inspection Framework and other regulatory checks relating to the delivery of a varied curriculum
	E	Identifying and developing relevant teaching and assessment resources
	D	Developing effective schemes of work
	E	Experience of planning and delivering an engaging curriculum
	E	Demonstrable experience of positive behaviour management
	D	Conducting student assessments
	D	Working in a multi-cultural education setting
	D	Teaching young people GCSE English
	D	Reporting on student attainment, behaviour and progress
	D	Line managing others
	D	Working with external partners

Skills and attributes	E	Ability to build a rapport with students and parents
	E	Teaching and group facilitation skills
	E	Ability to motivate and support others
	E	Excellent planning, prioritisation and organisational skills
	E	Self-motivated and able to drive work forward
	E	Ability to build and sustain positive, professional relationships and manage expectations with young people and professionals
	D	Excellent line management skills
Knowledge	E	Differentiating programmes and content for young people with a range of additional needs
	E	Awareness of equalities issues
	D	Understanding of child-centred pedagogies
	E	Knowledge of statutory curriculum guidance
	E	Excellent working knowledge of safeguarding and 'Keeping children safe in education'
	D	Relevant legislation, particularly in relation to an alternative provision setting
Characteristics	E	Positive attitude and enthusiasm
	E	Commitment to developing high-quality work-related learning experiences for students
	E	Highly organised
	E	Excellent listening skills, for students, parents and colleagues
	E	Flexible approach to the role
	E	Excellent team player, with a willingness to support colleagues
	E	Strong personal alignment with Inspire and desire to support young people to achieve their potential
	E	Commitment to high-quality outcomes and delivery
	E	Collaborative approach
	E	Interested in a varied role
	E	Professional and calm persona
	E	Thrives in a busy environment
	E	Desire to learn and develop