

Subject Teacher

Contract: Permanent, full-time term-time

Location: Hackney, London (with good transport links)

Salary: £25,000 - £30,000 per annum

Pension contribution: 5% employer's contribution to personal pension plan

The role

As subject teacher, you will be responsible for the successful academic and personal progress of our learners, contributing to the compassionate and therapeutic environment at the school.

Responsibilities

1. Teaching

Delivering functional skills and GCSE tuition to individuals and small groups of 13-16 year olds:

- Teaching accredited English as part of a Functional Skills and/or GCSE curriculum
- Conducting initial and diagnostic assessments with young people and students and developing personalised curricula, schemes of work, individual learning plans and resources for learners
- Supporting the design and development of new, innovative, engaging programmes of learning to meet the needs of potentially challenging and vulnerable 13-16 year olds
- Mapping existing programmes, schemes of work and lessons to accredited outcomes as part of a Functional Skills and GCSE curriculum
- Working with other staff to ensure effective classroom management
- Assisting in the continual monitoring and evaluation of all programmes to contribute to the quality assurance procedures of the school
- Ensuring the smooth running of assigned programmes through the collation of relevant data, monitoring of time and development of a work plan and project specific plan
- Maintaining an up to date awareness of government policy, school curriculum requirements, general developments and good practice in the fields of work with students with special educational needs

2. Contributing to the development of the school

- Helping with ideas for the design, safety and security of our teaching space
- Providing input to our strategic review, and ideas for improving quality of delivery
- Attending and contributing team meetings
- Contributing to planning and reporting processes
- Ensuring costs for delivery are in line with agreed budgets

3. Personal development

- Taking an interest in developing your practice and skills, and taking part in appraisals
- Seeking and taking up opportunities for continuing personal development
- Carrying out any other duties that may be reasonably be requested by the Head of School, in line with the purpose and level of the post

Person Specification

Knowledge, skills and experience required

Essential

- Teaching qualification in Maths, Science or English
- Previous experience teaching learners who have special educational needs or SEBD and excellent behaviour management skills
- Track record of successful curriculum design, development and delivery
- Knowledge of education policies and how schools operate, with an understanding of safeguarding requirements
- Up to date knowledge of local and national policies and strategies to support young people into education, employment and training
- Innovative, creative and flexible approach to work, with the ability to reflect on practice
- Excellent communication skills and the ability to influence, develop and inspire others
- Outstanding interpersonal and relationship-building skills
- Enthusiastic and self-motivated with a positive, can-do approach
- Enjoy working as part of a team and interested in a varied role
- Highly organised, able to prioritise and manage time effectively and work to tight deadlines, whilst maintaining excellent attention to detail
- Good IT skills
- Committed to high quality outcomes and delivery
- Caring and committed to the mission and work of Inspire!

Desirable

- Accredited further study
- Teaching in a multi-cultural education, regeneration or community setting
- Subject teaching Years 9-11
- Managing effective partnership working
- Teaching vulnerable young people, including those who are, or are at risk of becoming NEET

About the Inspired Directions School

Inspired Directions is an Alternative Provision School located in Dalston, Hackney. The school runs within the Inspire! organisational structure and premises, and is contracted by secondary schools, local authorities and KS4 Pupil Referral Units to work with up to 25 learners to deliver a full-time curriculum. In June 2014, we secured Independent Special School status, and registered with the Department for Education as the Inspired Directions School (IDS). Since then we have received two Ofsted grades of 'good', with the latest being awarded in May 2018. Our intake is predominantly vulnerable learners with multi-agency involvement, many of whom have education and health care plans, or statements of SEND, including SEBD. Our learner group includes those who have been excluded from mainstream or Pupil Referral Unit provision, and school refusers.

The IDS team is responsible for delivering a range of innovative educational activities, and is made up of teachers, tutors, teaching assistants and learning mentors.

Our team is a diverse, passionate and talented group of individuals who value:

- **Collaboration** – we have excellent interpersonal skills and the ability to work as part of a team and independently

- **Excellence and impact** – we strive to have excellent attention to detail
- **Care and commitment** – we demonstrate commitment to the aims and purpose of Inspire! and have a strong interest in working with young people
- **Creativity** – we take an innovative and flexible approach to our work and delivery

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 DBS check will be required and safeguarding training will be provided for the successful candidate.