



Post Title: SELF SCIENCE TEACHER

Place of Work: West Heath School, Sevenoaks, but the nature of the work may require travel to other School related sites

Hours of work: Full time – 37.5 hours per week Monday to Friday, 39 weeks a year

Salary: £17,025 – 18,881 per annum

Accountable to: Deputy Principal

Main Purpose of role:

All of the children and young people at West Heath have in some way or other “failed” in and been “failed” by other schools. They have frequently rejected each other! The purpose of our school is to reconstruct damaged personalities with education and academic achievement being the means to this end, rather than the end itself.

Unlike a mainstream school, success at West Heath is not solely judged by examination results. As importantly it is judged by the extent to which our pupils develop a sense of wholeness, a positive self-image, and a capacity to engage successfully with the world around them. This is no easy task, and every member of staff in all areas of school contribute to the endeavour, and yet Self Science has a very particular place in the process. The principal purpose of the Self Science Teacher is to facilitate each individual in developing the knowledge, skills and insights that will allow them to grow into increasingly self-aware individuals who are able to engage with life in a positive, meaningful and successful manner. In so doing you will make skilful and effective use of the principles and practices found in fields such as Positive Psychology, Neuro Linguistic Programming, and Mindfulness. The role will involve making full, creative and effective use of our new outdoor leaning environment – The Learning Lodge.

Key Personal Commitments

I am committed to:

- The values and mission of the school and their embodiment in the school's policies and practice
- High expectations of myself and colleagues with whom I work and have responsibility
- My own personal and professional development
- Contributing to the wellbeing, personal development and success of students in the school
- Delivering the highest quality professional service to students, parents and colleagues with whom I interact on a professional level.

Key Accountabilities

I am committed to:

1. The promotion of positive behavior of students at the West Heath School

- Being responsible for managing the behaviour of my pupils so that they are at all times safe and able to learn.
- Safeguarding the health and safety of my pupils whilst on the school premises or engaged in authorised school activities elsewhere.
- Participating in supervisory activities as directed by Vice Principal Staff and Student Wellbeing, the Principal.

2. The Health, Safety and Protection of students at the West Heath School

- Actively reporting any health and safety concerns through the procedure described in the health and safety policy.
- Contributing to the undertaking of annual risk assessments and reviews for the Self Science and Outdoor Education (Learning Lodge) areas and associated activities together with adjacent corridors and the communication of these to the school's Health and Safety Officer.
- Support other colleagues in their management of behaviour and teaching, as part of a larger team

3. Quality teaching

As a teacher, I am committed to taking responsibility for the following within the framework of the National Curriculum and the curriculum of the School:

- Teaching according to the educational, emotional and psychological needs of pupils assigned to you. In processes agreed with your line manager, assessing, recording and reporting on the development, progress and attainment of pupils.
- Deployment of support staff: You will provide support staff with directions and resources to enable them to support pupils within the Self Science environment.
- Participating in curriculum monitoring: As part of the School's curriculum monitoring arrangements, lessons will be observed on a rolling programme or if there is a particular concern. Monitoring will include all aspects of planning, teaching and learning and the use of support assistants. Lesson observations will take account of the very particular nature of the Self Science environment.

4. The Policies of West Heath School

- You will be responsible for familiarising yourself with the policies of the school.
- As a member of the School's staff you will contribute to the policy making process.
- You understand that as you work within the School's policies and procedures you will be fully supported by the Principal and Senior Leadership Team.

5. Other Activities associated with my role of Teacher

Within the broader context of education and the particular vision of West Heath School, I am committed to:

- Promoting the general progress and wellbeing of individual pupils
- Providing guidance and advice to pupils and groups of pupils on educational and social matters and also their further education and future careers, including information about sources of more expert advice on specific questions;
- Making records of and reports on the personal and social needs of pupils in line with the procedures of the School;
- Communicating and co-operating with colleagues within the School and also persons or bodies outside the School;
- Participating in meetings arranged for any of the purposes described above.
- Acting as a role model, demonstrating the values and social skills needed by the pupils as part of their preparation for the adult world.
- Supporting other colleagues in their management of behaviour and teaching, as part of a larger team.
- ***I fully recognise that at West Heath, education and the educational process is a means to an end rather than the end itself.*** My job is to help to rebuild broken lives and restore self-efficacy through pupils' achievement and encouragement. I also recognise ***that part of my role is to teach pupils to take responsibility for and to manage their own behaviour.***

6. Making high quality and accurate assessments, records and reports of students' achievements

- Contributing oral and written assessments, reports and references relating to individual pupils and groups in line with the policy and procedures of the School.
- Providing written contributions to annual reviews and participation in parents' evenings and also regular contact with parents by phone to feedback positive behaviour and achievements, problems requiring solutions and to diffuse potentially difficult situations.
- Regular communication of positive feedback, recognising that it is important that parents do not hear from the school "only when there is trouble".
- Contribute to the reviewing of pupil progress and attainment.

7. My own ongoing professional development and the professional development of others within the school by sharing of good practice.

- Participation in the School's Performance Management arrangements as described in the Appraisal & Capability Policy. In particular, to the identification of strategic personal targets that will really make a difference to the students whom I teach.
- Participation in school staff development days either as a recipient of training or by making a contribution to the training of others.
- The ideal of continual reflection on my own practice as the basis for development and improvement.
- Participation in the school's Mentoring Programme
- Keeping up to date with developments in my own subject through
 - regular reading of information and research, available via multiple sources
 - Networking with colleagues in other educational or related establishments
 - Attending specialist-training events delivered in other places as agreed with the Vice Principal.

8. Excellence in teaching

I will:

- Advise and co-operate with the Vice Principal Staff and Student Wellbeing on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.
- Participate in the teaching of cross-curricular themes and be prepared to co-operate with other teachers over issues and topics that require input from a number of disciplines.
- Employ a range of strategies and methods of differentiation so as to take account of pupil' learning preferences, personalities, social and learning needs and previous experiences.

9. Effective Participation in Staff Meetings

- I will participate in meetings at the School which relate to the curriculum for the School or its administration or organisation, including pastoral arrangements.
- I will participate in staff meetings, and when I am reasonably unable to attend, ensure that I keep up-to-date with developments and information sharing by reading the printed minutes of meetings and liaison with colleagues.

10. The efficient management of Self Science resources

- I will make full and effective use of staffing to support pupils academic, psychological and emotional progress, liaising effectively with colleagues to ensure this is the case
- I will ensure that all valuable items are locked away when not in use and that the whereabouts of such items is known at all times. I will ensure that only authorised persons use them for approved purposes. I will keep an inventory of all items and report any missing items immediately.
- I will maintain records of all items loaned to students for bona fide purposes
- I will conduct an annual stock-take and vigorously pursue any missing or non-returned borrowed items.
- I will be responsible for managing any funds allocated to me by the Vice Principal in order to resource the teaching of students in Self Science
- I will negotiate for extra funding if I believe this is necessary and I understand that my requests will be considered as sympathetically as possible within the resources available to the School

Person Specification

CRITERIA	ESSENTIAL/DESIRABLE
Qualifications:	
Qualified Teacher status	D
Willing to undertake further training pertinent to the role	E
SEN qualification	D
Experience:	

Sound experience of working with young people with SEN	E
Experience of working in both formal and informal educational settings	D
Experience of managing others	D
Knowledge:	
Sound knowledge and understanding of relevant SEN diagnoses and related approaches	E
A knowledge of, and capacity to effectively employ to principles related to NLP, Positive Psychology and Mindfulness	D
Technical Skills/Abilities/ Qualities to include:	
The capacity to build positive relationships with young people, maintaining trust while engaging them in extending the boundaries of what they had thought possible.	E
A collaborative, supportive and tolerant approach.	E
Reflective, and embracing of new initiatives in order to improve performance.	E
Good IT skills and capacity to consistently and effectively implement school systems eg Behaviour Watch	E
Ability to work as part of a diverse team	E
High level verbal and written communication skills	E
A keen sense of humour and a willingness to be non-judgmental particularly in 1:1 situations which rely heavily on building up rapport and fostering a trusting safe environment.	E
A desire to learn, supported by an overwhelming sense of curiosity, alongside a belief that we can all achieve far more than we think we can.	E
Proactive and flexible approach	E
Attention to detail and accuracy	E