

**Person Specification/Job Description - Thr1ve AP Manager/Lead Teacher**

|  |  |  |
| --- | --- | --- |
|  | ESSENTIAL | DESIRABLE |
| Qualifications or Equivalent | * 3 years’ experience of direct working with young people. | * QTS (primary or secondary) * Degree level qualification * PTLLS/AET or an equivalent qualification (Level 3) |
| Delivery | * Able to use a range of strategies to promote learning. * Able to manage and encourage good behaviour. * Able to develop positive and meaningful relationships with students. * Able to make appropriate use of ICT for learning. * Understanding of how to use data to inform planning and improve students’ performance. * Understanding of a range of assessment for learning approaches. * Able to communicate with students, parents and carers about pupil’s progress * Strong organisation skills and able to prioritise,   multi-task and manage own workload.   * Strong written and verbal communication skills. * Demonstrate a working understanding and application of inclusion, equality and anti – discrimination, safeguarding and best practice * Adaptable and flexible to a changing environment | * Able to develop best practice through wide range of imaginative approaches * Engaged with developments in teaching and learning strategies to raise achievement * Able to work with small groups of students with challenging behaviours. * Able to maintain high standards whilst modifying inappropriate behaviours |
| Personal Qualities | * Enthusiasm * Team-working skills * Reliability and Integrity * Personal Organisation * Flexibility | * Creative planning * Motivational skills * Resilience * Humour * Empathy |

***Our package includes***

* 24 days of holiday plus 8 public holidays + extra days off during Christmas Period + Wellbeing Day (Birthday)
* The People’s Pension contribution (upon successful completion of probation)
* Family friendly flexible working arrangements
* Gym membership after 4pm at The CFC onsite gym
* Access to a mental health support
* Access to season tickets to Chesterfield Football Club
* Shop and café staff discount
* Free onsite parking

**Job Description**

To manage a small 6/8 place Alternative Provision (non-registered) that works in partnership with a local Academy Trust. To deliver Maths and English in line with the curriculum up to GCSE level and on a pupil-by-pupil individual learning basis. Holistic engagement across key stage 3 and 4 in separate groups with a mixed ages day on Wednesdays. Working in a team of 2 teaching assistants covering physical activity and SEMH – via Social Prescribing.

To inspire young people to engage and achieve, experience success and fulfil their potential understanding the obstacles and challenges that some young people face during their time in education and consequently, in gaining employment. To motivate, build confidence, and raise self-esteem in a compassionate environment. To engage with and inspire young people who have experienced difficulties in the education system. Successfully deliver a variety of relevant qualifications and experiences, self-motivated and relentless in pursuit of excellence, sustainability and development.

To work with the wider team to plan, deliver, monitor and review an enriching curriculum that will promote and enable re-integration into mainstream school for young people and to look at the longer-term education and employment for students.

**Knowledge and understanding**

* Have knowledge of and keep up to date with the National Curriculum requirements at KS3 & 4.
* Understand how pupils’ learning is affected by their physical, intellectual, emotional and social development.
* Be familiar with CFCCT structures as outlined in policy documents, including the Health and Safety, Child Protection and Safeguarding policies.
* Report to the Designated Safeguarding Lead and use responsibilities.
* Manage pupil learning through effective teaching
* Use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs and ensure equal opportunity for all pupils.
* Work with Academy Inclusion manager and CFCCT team to benefit from their knowledge and to maximise their effectiveness within planning.
* Work effectively as a member of the team to improve the quality of teaching and learning.
* Set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
* Use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.
* Set regular, ambitious yet achievable targets for the children.
* Provide reports on individual progress to the relevant Academies and parents as required.
* Ensure that the work of your team is inclusive, and issues are addressed in pastoral and/or curriculum Management.
* Promote cross-curricular approaches to teaching and learning.
* Be an effective role model for your team in terms of teaching, behaviour and classroom management.
* Support and implement the vision and ethos of Chesterfield FC Community Trust.

**Safeguarding**

Safeguarding and the protection of all children, young people and vulnerable adults is everyone’s responsibility. Staff working on behalf of CFCCT must ensure that:

* They recognise the position of trust they have
* Their behaviour is always appropriate
* Promoting good behaviour, courtesy and respect for the environment, and ensuring the effective implementation of an appropriate code of conduct.
* They observe and put into practice all policies, procedures and processes established for the safety and protection of children and adults
* They follow the procedures for responding to signs and suspicions of abuse
* In every respect, the relationship they form with children and adults are appropriate
* They follow the procedures for responding to signs and suspicions of abuse
* Promoting equal opportunities, inclusion, social, moral, cultural and spiritual values.
* Establishing effective systems of pastoral care and guidance to support the personal development of all students.
* Working with other members of the Education team to ensure that all students are provided with the highest standards of care and support.
* Ensuring appropriate support is given to parents, carers and students including those attending presentations/meetings in support of their application to attend Education programmes.

**Other professional requirements**

* Establish and maintain effective working relationships with professional colleagues and parents.
* Participate as required in meetings with professional colleagues and parents in respect of the duties and responsibilities of the post.
* Be aware of the need to take responsibility for your own professional development.

This role involves working in regulated activity with children and an Enhanced DBS clearance is required for this position.