



## JOB DESCRIPTION

**Job Title: Senior Teacher – Vocational Pathway (TLR1a)**

### **Job Summary:**

Working alongside the Pathway Leader to help lead the provision of an effective Vocational Curriculum Pathway for children and young people with SEND, so that they grow and develop well to become as confident, resilient and independent as possible, as they prepare for adulthood.

### **Reporting to:**

Assistant Headteacher with responsibility for the pathway.

### **Staff Management Responsibility:**

Line management of teachers and classroom staff of the pathway team.

### **Key Relationships:**

With the Core SLT, Care Team and Senior Teachers for SLD, PIMD and C&I Pathways.

### **Job Purpose:**

- To support the Pathway Leader in all aspects of the leadership and management of the pathway.
- To ensure high standards of teaching, assessment and curriculum impact, by challenging and holding others to account when required, leading to good and outstanding progress and attainment for students within the pathway.
- To ensure that students in the Pathway are kept safe and that any safeguarding risks are responded to as the first priority.
- Alongside the Senior Leadership Team inspire, motivate and influence staff, in securing the highest standards of teaching and learning in order to promote student progress.
- Alongside the Pathway Leader develop and embed, as required, a consistent approach to assessment, feedback and evidencing progress.
- To secure and sustain a positive climate to learning and behaviour of students in the Pathway by contributing to the design and implementation of a stimulating and engaging curriculum.
- To be accountable to the Headteacher for the effectiveness of the work that you lead and undertake.
- To take part in quality assurance processes and performance manage a range of staff within the Pathway to secure improvements and provide opportunities for professional development.
- To develop and sustain relationships with others both within and outside of school.
- To contribute to the development of a whole school approach to the development of basic skills.
- To proactively promote knowledge and understanding of the school vision, values and ethos, priorities, targets and action plans.

## Core Duties

- To consistently deliver good/outstanding lessons and student outcomes.
- To actively promote the inclusion and acceptance of all students within the classroom and school.
- To encourage students to interact and work cooperatively with others and engage, challenge, motivate and reinforce self-esteem with all students in all activities.
- To plan, implement and evaluate curriculum and assessment programmes for students in the Pathway to engage with learning at an accessible but challenging level.
- To work with the Pathway Leader to deliver an effective review programme which informs whole school self-evaluation processes and identifies priorities for improvement in teaching and learning within the Pathway.
- To work with the Pathway Leader to write an improvement plan for the designated lead area.
- To work with the Pathway Leader in the leadership of planning, delivering, monitoring and evaluation of teaching and learning, in order to maximise opportunities to prepare for adulthood.
- To work alongside the Pathway Leader to establish and implement a clear set of principles for the Vocational Pathway to ensure:
  - assessment, recording and reporting of student progress;
  - the appropriate level of professional support and challenge is provided for all staff involved in delivering the designated lead area;
  - positive feedback is provided to all students;
  - a range of targeted interventions and strategies are used to extend opportunities to achieve in the designated lead area to all students, leading to maximum student progress;
  - accreditation is provided wherever possible that is nationally recognised and moderated, so that students' achievements are recorded and reported in the most transparent way.
- To attend, and lead as required, meetings as part of the wider leadership team of the school.
- To mentor and coach staff, including ITT students, to improve teaching, develop and share best practice, improve leadership, build confidence and maintain positive attitudes.
- To work with others to create a climate, which enables staff to develop, challenge and support each other, resulting in improved teaching.
- To support staff teaching in the Pathway to ensure that, as a result of their teaching, their students make good and outstanding progress in relation to prior attainment.
- To support the development and maintenance of effective strategies and procedures for staff induction, staff development and Performance Management.
- To effectively manage delegated human, physical, environmental and financial resources within the school to achieve educational priorities and goals.
- To participate in recruitment and selection of Pathway staff.
- To prioritise and manage their own time effectively, balancing the demands made by teaching and involvement in Academy Development Plan priority actions.
- To take responsibility for their own professional development and remain up to date with current practice undertaking any relevant training.
- To comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns.
- To participate in supervision duties as per the schedule produced by school.
- To model professional behaviour and attitudes around the school to ensure the highest standards of appearance and conduct are met, fulfilling the Teacher Standards (2012) at all times.

- Following the completion of suitable training, to fulfill the role of Deputy Designated Safeguarding Lead within a defined section of the school such as a curriculum pathway.

In your work as a Deputy DSL you will be directed by the academy's Designated Safeguarding Lead and will be expected to liaise with other senior leaders.

You may also be asked to carry out work as part of the wider DSL team on behalf of the school's leadership, such as carrying out investigations where they may have a safeguarding component, or to deputise for the DSL at meetings, or in that person's absence, in order to help the academy fulfill the responsibilities set out in Keeping Children Safe in Education.

### **General**

- Work as a senior leader of the academy to secure school improvement across the campus, including attending meetings of the governing body as required.
- Contribute to campus life and the overall vision, values and guiding principles of The Trust.
- Attend and participate in training events and participate in project teams and partake in ad hoc project work as required.
- Comply with policies and procedures relating to safeguarding, child protection, health, safety and security and confidentiality, reporting any concerns.
- To carry out any other reasonable request as and when required.
- To support the work of the Co-op Academies Trust by modelling the 'Ways of Being Co-op'.

Whilst every endeavour has been made to outline the main responsibilities and duties of the post, the above is not an exhaustive list of responsibilities. As school needs change, roles will naturally evolve. Job descriptions will be reviewed with post-holders and updated periodically to reflect this.

### **Confirmed and agreed:**

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XXX XXXX  
Senior Teacher

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Dominic Wall  
Executive Principal

### **Date:**

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