

**Role Profile – Class Teacher**

**Reports To:**

Depute Head Teacher / Principal Teacher

**Role Purpose:**

You will provide a safe and high-quality learning environment in which our children and young people will thrive.

You will be responsible for the coordination of an assigned class and will work collaboratively with the multi-professional team within the school and colleagues within the wider organisation to plan and deliver a personalised curriculum for each child and young person.

All roles within Sight Scotland and Sight Scotland Veterans are expected to work to our values and Our Ways of Working framework:



**Our Ways of Working - Managing my Work**

**The main responsibilities and accountabilities of this role are:**

All teachers willsupport the learning and development of children and young people with visual impairment /complex needs through:

* Assessing their needs and setting learning targets in collaboration with the multi professional team.
* Promoting their emotional health and well-being, including developing self-esteem and providing opportunities to maximise independence.
* Reviewing the appropriateness of the curriculum for individual children on an ongoing basis.
* Developing resources for children and young people with visual impairment.
* Supporting the referral, admission and transition processes for children and young people.
* Planning, recording and reporting on progress in collaboration with multi professional team and parents and carers.
* Committing to undertake training in Manual Handling or any other relevant training to work with children with complex needs.
* Providing cover for absent colleagues or undertaking any additional duties required of them.
* Keeping up to date with all new organisational, local and national initiatives pertinent to the needs of children and young people with Additional Support Needs, Complex Needs and Visual Impairment.

**Other Requirements:**

**Leadership and People Management:**

All teachers will show leadership skills through:

* Developing an area of the School Improvement Plan with colleagues.
* Ensuring all class support staff achieve high professional standards at all times.
* Challenging practice not in line with the ethos and values of Sight Scotland and/or professional registration.
* Taking responsibility for own Professional Review and Development in line with GTCS registration and Sight Scotland’s appraisal requirements.
* Delivery of training and presentations to colleagues.

**Respect, Diversity and Equality:**

All teachers will act and behave in ways that develop a culture of trust and respect through:

* Being respectful, courteous and diplomatic at all times when dealing with others.
* Raising awareness of equality and diversity issues through curricular activity, in line with Sight Scotland’s policies and procedures and legislation.

**Professionalism:**

All teachers will be able to demonstrate they are self –reflective practitioners, professional and positive role models through:

* Meeting the standards set within GTCS registration and the professional code of conduct.
* Developing and building on good working relationships with all internal and externalstakeholders.
* Working effectively when under pressure.
* Communicating in a way which is clear, honest, constructive and inclusive.
* Showing initiative and flexibility.

##### Core Organisational Responsibilities:

All teachers will promote and support Sight Scotland’s ethos, values and policies through:

* Promoting a culture of respect and dignity at all times in line with Sight Scotland policy.
* Demonstrating professionalism, positivity and integrity in line with Sight Scotland values.
* Contributing to the development of the organisation’s strategic improvement plan.
* Complying with and support all organisational policies and procedures, including Child Protection, Data Protection and confidentiality, Health and Safety and Equal Opportunities.
* Participating in and delivering learning and development activity within the provision and wider organisation.
* Protecting and enhancing the good reputation of the organisation at all times.

Teachers are expected to carry out any other duty as reasonably directed by the School Management Team and/or Director of Services.

**Our Ways of Working – Managing Myself and Managing my Relationships**

**To do this role, you will:**

* Have a degree in a teaching subject
* Have full GTCS registration
* Be able to demonstrate strong evidence of relevant CPD
* Be able to demonstrate the ability to work with a range of ages and stages of development
* Have evidence of working with pupils with additional support needs
* Be able to demonstrate the good use of resources to maximise children’s access to the curriculum
* Be able to demonstrate collaborative working with colleagues
* Be able to demonstrate some knowledge and understanding of the needs of children with a visual impairment and/or complex needs
* Be able to demonstrate a working knowledge and understanding of the principles and values of the Curriculum for Excellence
* Be able to demonstrate a sound working knowledge and understanding of current Child Protection legislation/guidelines
* Ability to adapt curriculum area to meet the needs of learners with complex learning needs.
* Evidence of excellent time management and organisational skills.
* Ability to communicate in a clear and respectful manner with a wide range of people.
* Ability to be flexible, tactful and approachable.
* Be able to write reports clearly and succinctly.

**To do this role, it is desirable if you have:**

* Relevant training in Additional Support Needs or QTVI.
* Evidence of leadership within learning and teaching and curriculum
* Significant experience in classroom teaching.
* Experience of working within a residential school setting.
* Successfully demonstrated leadership in staff development activities.
* Evidence of leading and developing a whole school project implementing some aspects of Curriculum for Excellence
* Experience of working with children with complex needs.
* Evidence of working within a multi-professional team.
* Experience of contributing to whole school self -evaluation processes.
* Sound working knowledge and understanding of current legislation in Education, Care and Health and its impact on the delivery of learning for children in special schools
* Knowledge of relevant Health and Safety legislation.
* Knowledge of Equal Opportunities legislation.
* An awareness of financial responsibility.
* Knowledge and understanding of the Grant Aided sector within Scottish Education

**On a day to day basis you will work with different people and teams, these could be:**

* Families
* Colleagues
* Other Sight Scotland services
* Senior Staff

**Requirements of this role are:**

* You are a member of the PVG scheme (paid for by Sight Scotland)
* You will have a 6 month probation period
* That you participate in all staff training and development and maintain your own professional development
* That you have an understanding of GTCS standards, PRD requirements and the Professional Code of Conduct.
* That you have a knowledge of Scottish Education Policy current issues specifically relating to inclusion.
* That you have knowledge of Data Protection issues
* You will wear the appropriate PPE in accordance with current guidance for the role.
* You will follow Sight Scotland’s guidance, policies and procedures relating to your own health and safety and that of colleagues and service users at all times
* You will uphold the principles of Sight Scotland’s Dignity at Work and Equal Opportunities policies at all times, working in a way which supports an inclusive work environment that is respectful of differences.

**What we can offer you:**

* Generous annual leave entitlement which increases after 4 years’ service
* Generous pension scheme
* Access to learning and development opportunities
* Employee Perks through the Employee Assistance Programme
* Cycle to Work scheme
* And many more, please visit our website for more information

This job profile is not exhaustive. The duties of the post holder may be reviewed from time to time and the employee may be called upon to work in other locations within Sight Scotland.