

JOB DESCRIPTION

Teacher

The Donaldson Trust is Scotland's leading charity for neurodiversity. We are on a journey to excellence with the purpose of promoting and encouraging children, young people and adults with additional support needs, to realise their potential. Our people are core to enabling the delivery of our mission and realising our aims of being relevant; vibrant, agile and sustainable.

Job Purpose

Deliver quality education, planning and assessment to assigned pupils and contribute to the professional, corporate life of the school and Donaldson Trust in relation to pupils, staff and appropriate external bodies.

This post is within the Trust's Learning Services, which comprise Sensational Learning Centre, VIBE and Treehouse. Flexible working across the services will be required for operational and service needs.

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the Donaldson Trust.

Key Responsibilities

- Deliver quality learning and teaching in accordance with 3-18 curriculum guidelines and Donaldson's policy and guidelines
- Manage and organise learning / delivery / classes through planning, preparing, delivering and evaluating teaching and learning
- Develop the attainment and achievement of all pupils by promoting positive outcomes and wider achievement for a diverse range of pupils
- Promote equality of opportunity and ensure a commitment to inclusive education
- Recognise and respect the views of young people
- Assess, record and report on the work of pupils to inform a range of individualised teaching and learning approaches
- Prepare for IEP, PCP and any additional planning meetings / liaison required
- Prepare pupils for coursework / examinations, where required, and assist with their administration
- Participate in the professional and collegiate work of the school
- Contribute to the formation and implementation of learning services curriculum and improvement plans
- Operate within Donaldson's framework for Quality Assurance and Development

Additional Responsibilities

- All teachers are required to be registered with the General Teaching Council for Scotland (GTCS) and are required to meet and maintain the Professional Standards which are set by GTCS Code of Conduct and to participate in Scheme of Professional Update, in accordance with requirements set by GTCS.
- Teachers enjoy a position of professional trust and are accountable for the decisions and actions in their professional practice. Teachers should always act honestly, openly and with integrity.

- Teachers have a responsibility to support the health, safety and well-being of young people in school.
- Teachers should work in a collegiate manner in partnership with parents/carers, pupils and colleagues across the education community to promote positive outcomes for young people and to raise levels of attainment and wider achievement for a diverse range of pupils. All teachers should promote equality of opportunity and ensure a commitment to inclusive education and recognise and respect the views of young people.

Behaviours

- Be a role model for staff and stakeholders, showing energetic, determined, flexible and positive approach that will support our aims of being relevant, vibrant, agile and sustainable.
- Adopt a flexible style with the ability to challenge as appropriate and able to give and receive constructive feedback
- Embed a coaching culture within your areas of responsibility that upholds the values of The Donaldson Trust
- Provide clear, authoritative and impartial advice and interpretation of complex situations
- Continuously monitor your area of responsibility and identify areas for improvement and organisational learning

The Values Donaldson's live by

- Individual capability
Everyone has their individual capabilities; we find them. Help people reach their own potential. We loosen the confines, remove the barriers. We believe in every single person. Treating people as individuals shows we are flexible in our approach
- Creativity
We are curious, forward-thinking, always looking for a better way. One day, we will be truly pioneering.
- Human dignity
We have integrity. We treat everyone with respect. We listen.
- Compassion
We understand. We have empathy. We are kind and caring.
- Openness and honesty
By being open and honest we earn trust; from that, we build rewarding relationships

This list of duties is not exhaustive

PERSON SPECIFICATION

1.	Qualifications	D/E	Evidenced
	Registered with GTC Scotland (Primary / Secondary)	E	
	Participation in professional updates	E	
	Full and clean driving license	D	
	Further relevant professional qualification in ASN / trauma / ASD/ neurodiversity	D	
2.	Skills / Abilities		
	Efficient, detailed and timely record keeping	E	
	Excellent organisation skills	E	
	Excellent communicator, both verbally and written	E	
	Attention to detail	E	
	Ability to work effectively as part of a team	E	
	Ability to develop positive professional relationships with colleagues and pupils	E	
	Ability to create a motivating, learning environment and programmes of work, which take account of individual pupil needs	E	
	Committed to working in a collaborative manner and in partnership with parents	E	
	Competent in the use of ICT, including application to learning and teaching	D	
3.	Experience		
	Experience in involvement in whole school / service developments and involvement the wider life of the learning community	E	
	Demonstrable interest in working with children and young people with additional support needs and neurodiversity	E	
	Keen interest in equity & pupil voice	E	
	Experience of trauma informed approaches	D	
	Regulation / emotional supports for young people and children	D	
4.	Knowledge		
	Good knowledge and understanding of Safeguarding and Child Protection	E	
	Knowledge of current planning and assessment procedures	E	
	Good understanding of national and local curriculum policies	E	
	Knowledge and awareness of Health and Safety issues	D	
	Knowledge of, and interest, in current education initiatives	D	
5.	Behaviours		
	Flexible approach	E	
	Adaptable	E	
	Can-do attitude	E	
	Enthusiastic demeanour	E	