



JOB DESCRIPTION

JOB TITLE:	Classroom Teacher
RESPONSIBLE TO:	Head of Centre
GRADE:	Competitive, based on experience
HOURS:	Full-time (with flexibility required)

About The Open Door Academy:

The Open Door Academy is a nurturing, specialist alternative provision offering tailored academic support (up to GCSE Level) for students who are unable to attend mainstream school full-time due to Emotionally Based School Avoidance (EBSA/EBSNA) or medical needs. Our focus is on re-engaging students with their learning, supporting their wellbeing, and enabling them to achieve their potential in a safe, flexible, and empathetic environment.

Role Purpose:

The teacher will implement and deliver an appropriately broad, balanced, relevant and adapted National curriculum subject. To monitor and support the overall progress and development of students via teaching and assessment. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their full academic potential. To contribute to the ongoing development schemes of work and assessment tasks

Key Responsibilities:

Teaching, Learning and Pastoral Support

- Foster a nurturing, inclusive, and student-centered culture in line with the academy's vision and values.
- Work closely with the leadership team to develop and implement strategic plans and initiatives.
- To create a vibrant, engaging and enabling learning environment to meet the needs of our children with SEMH needs
- To produce detailed planning to ensure curriculum access, responding to individual needs and EHCP outcomes, working collaboratively with the Head of Centre and class teachers
- To deliver quality-first, evidence-based teaching which motivates and stimulates pupils in their learning.
- To establish high levels of expectation for each pupil, being committed to equal opportunities for all pupils.
- Ensure full compliance with safeguarding, health and safety, GDPR, and other relevant regulations.

Assessment

- To regularly assess & report pupil progress against curriculum milestones



Person Specification:

Essential:

- Experience working in an educational, alternative provision, SEN, or pastoral setting.
- Experience of consistently high-quality teaching
- Strong team management and organisational skills.
- A commitment to safeguarding and promoting the welfare of children and young people.
- Knowledge of EBSA/EBSNA, SEMH, and/or medical needs affecting school attendance.
- Excellent communication and interpersonal skills.
- Ability to work independently, use initiative, and problem solve.
- A calm, empathetic, and resilient approach.
- Qualified Teacher Status (QTS) or equivalent education-related qualification.

Desirable:

- Knowledge of therapeutic approaches (e.g., trauma-informed practice, restorative practice).
- Experience of Key Stage 2, 3 or 4 curriculums

Skills and Abilities

- An ability to effectively use assessment to build on the learning of pupils
- An ability to meet the learning needs of children and young people with SEND and/or SEMH
- An ability to be able to foster professional and positive relationships with students and parents
- A commitment to ensure full compliance with safeguarding, health and safety, GDPR, and other relevant regulations.
- An ability to maintain accurate records and reporting systems (attendance, safeguarding, incident logs, etc.).

Personal Qualities and Attributes

- Warmth and empathy when dealing with children and parents
- Sense of humour
- Flexibility
- Enthusiasm
- Team player with good interpersonal/communication skills
- Reflective and willing to develop own teaching
- Excellent communication skills



Why Join The Open Door Academy?

- Be part of a mission-driven organisation making a real difference to young lives.
- Work in a supportive, caring, and flexible environment.
- Opportunities for professional development and leadership growth.
- Play a key role in shaping the future of an innovative and expanding provision.

The Open Door Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check will be required.

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)