WHITE HOUSE SCHOOL

Post Title	Teacher	**Reports to**	Headteacher
Hours per week	Full-time	**Weeks per year**	Term time
Contract type	Permanent	**Salary**	£34,000 - £40,800

Job Description

School Overview

The White House School is an independent Specialist school and part of Cavendish Education.

The White House School is situated within BCP local authority and offers a specialist learning provision which emphasises the development of core academic understanding, encourages creativity, celebrates outdoor learning and promotes the growth of essential life skills. We aim to establish a safe, creative and vibrant environment where children feel challenged and supported in their learning, achieving high levels of wellbeing and academic success. We aim to nurture and develop mutual respect, tolerance, teamwork, perseverance, kindness and good manners.

Purpose of the Role

We are seeking an experienced teacher to join our team. We have an exciting teaching opportunity and are looking for an outstanding, committed and motivated teacher to contribute to the development of teaching and learning and curriculum across the school. This is an ideal opportunity for an ambitious and proven classroom practitioner who can display a real passion for developing and inspiring the pupils in their care.

The teacher will teach a primary curriculum, adapted for our pupils with complex needs. The suitable candidate will be expected to plan and deliver a progressive curriculum across the Key Stages ensuring aspirational outcomes and supporting our pupils on their future pathways.

Key Accountabilities & Duties

As a teacher, you will:

- Plan, implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area(s) as appropriate
- Ensure that teaching is based on current best available practice and is consistent with a high standard of practice
- Monitor and support the overall progress and development of pupils
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential
- To contribute to raising standards of pupil attainment
- Create an outstanding pupil experience which leads to progression
- Support, manage and deploy of teaching assistants and relevant staff
- Keep appropriate records of pupils' work
- Mark and return work set, including homework within an agreed and reasonable time

- Assess, record and report on development, progress and attainment and use this knowledge and understanding to extend and challenge pupils' learning
- Provide academic and pastoral support to pupils in accordance with agreed procedures

As a member of staff, you will:

- Ensure that your practice and conduct is consistently of a high standard
- Manage pupil issues within agreed protocols
- Undertake such other reasonable duties as the Headteacher may require from time to time and review this Job Description annually with the Headteacher
- Participate in the school's appraisal and supervision process and to undertake any training that may be appropriate
- Support and promote our school ethos and approach
- Take appropriate responsibility to ensure the health and safety of self and others
- Pursue the achievement and integration of equal opportunities throughout all The White House School's activities
- Adhere to the Staff Handbook and Code of Conduct
- Uphold our safeguarding culture of vigilance at all times, ensuring the safeguarding of students is always of paramount importance and follow the school's safeguarding and child protection policy.

Duties falling within the scope of designated contact hours:

- Teaching of pupils
- Continually maintain and develop teaching and learning approaches
- Planning, risk assessing and supervising enrichment activities, including trips and visits
- Participation in curriculum development activities
- Attending meetings both internally and externally
- Attendance at consultation evenings, open evenings and award events
- Marking of pupils' work and of internal examinations and assessments
- Supervising pupils' break and lunchtimes, including leading activities
- Completing general administration relevant to the role, including paperwork in relation to student disciplinary matters, pupil profile and progress updates adhering to deadlines
- Preparation of reports on pupil progress for parents/carers
- Contributing to the reports written for both parents and local authorities, including providing timely feedback to the SENDCo for Annual Review meetings.
- Attending staff development events and weekly staff meetings
- Undertaking and meeting any relevant CPD requirements
- Liaising with our therapy team and other specialists to ensure enhanced provision is in place at all times
- Liaising with parents/carers and outside agencies

The above list of duties is not exhaustive and is subject to change. The post holder may be required to undertake other duties within the scope and grading of the post.

Equal Opportunities
The White House School will seek to ensure that all existing and potential employees and students are given equal opportunities for employment and education. It is committed to the elimination of unlawful or unfair discrimination on the grounds of sex, age, marital status, race, nationality or other ethnic or national origin, disability, sexuality, trade union membership or activity and religious background. The school will seek to ensure that no applicant for employment or education is disadvantaged by conditions or requirements which cannot be justified. The school aims to provide an open welcoming and safe environment for all its students, employees, and visitors.
Safeguarding
The White House School is committed to safeguarding and promoting the welfare of children, and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be conducted; references will be sought, and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies. We comply with the Disclosure & Barring Service (DBS) code of practice and have a written policy on the recruitment of ex-offenders, both of which are available on request. If you are shortlisted, you will be required to declare any relevant convictions, adult cautions or other matters which may affect your suitability to work with children. As a result of amendments to the Rehabilitation of Offenders Act 1974 (exceptions order 1975) in 2013 and 2020, some minor offences are now protected (filtered) and should not be disclosed to potential employers, and employers cannot take these offences into account.

Person Specification		
Criteria	**Essential**	**Desirable**
Knowledge	● Up to date and effective subject knowledge ● Knowledge of assessment practices ● Knowledge and understanding of neuro-developmental conditions (e.g. Autism, ADHD) and effective teaching strategies ● Knowledge and understanding of Special Educational Needs and Disabilities and effective teaching strategies ● Knowledge of strategies that support students' positive behaviour	• Knowledge gained from teaching in specialist settings • Knowledge of exam board requirements
Experience	● Experience of teaching autistic children or young people ● Experience of teaching children or young people who have additional and complex needs	• Experience of teaching in specialist settings
Skills	● Ability to deliver engaging and successful lessons	● Ability to build and lead an effective team

	● Ability to work well with others and independently ● Attention to detail ● Flexibility and openness to change ● Excellent communication skills ● Good written skills ● Ability to build effective relationships with parents/carers and other professionals ● Ability to manage and deploy teaching assistants and relevant staff	
Personal attributes	● Sensitive and understanding ● Trustworthy ● Punctual and reliable ● Resilient ● Confident ● Proactive and innovative ● Ability to problem solve ● Excellent role model	● Good sense of humour and a team spirit!
Qualifications	● Honours undergraduate degree ● PGCE or equivalent ● Qualified Teacher Status	● Food Hygiene Certificate ● Paediatric or other First Aid qualifications
Other requirements		● Full driving license

Further Information
This Job Description and Person Specification are current as of September 2026. In consultation with you, it is liable to variation to reflect changes in the job. If you have any queries relating to your Job Description and/or Person Specification, please consult the Headteacher.