

1. JOB TITLE

Job Title: **REMA Specialist Teacher (TLR 2.1)** Reports to: **REMA Lead Teacher (East / West Area)**

Service: **Children Families and Learning: Education and Lifelong Learning**

2. JOB PURPOSE

To act as a REMA Specialist Teacher supporting the delivery of an effective education service which:

- works with schools and other agencies to achieve the best possible outcomes for ethnic/language minority and/or Traveller children and young people.
- promotes inclusion and equality in education and collaborates with other agencies to ensure that the requirements of Equality legislation and other statutory entitlements are met regarding children and young people from minority communities.

3. PRINCIPAL ACCOUNTABILITIES

3.1 Work with team colleagues and with schools and educational settings in the planning and delivery of activities which improve outcomes for ethnic/language minority and Traveller children and young people so that their progress and achievement matches that of other pupils. In particular:

- contribute to the planning and delivery of activities which meet the language and learning needs of ethnic/language minority and Traveller children;
- model effective teaching strategies for school-based teachers and teach targeted pupils;
- plan appropriate interventions for vulnerable ethnic/language minority and Traveller children;
- contribute to activities designed to improve parental engagement in their children's education.

3.2 Support the implementation of initiatives that enhance the capacity of schools to value diversity, promote equality and improve outcomes for ethnic/language minority and Traveller children and young people. In particular:

- develop effective relationships with schools
- advise school staff on strategies for increasing the effectiveness of educational provision for these pupils
- support schools in the collection and analysis of ethnicity and language data and in pupil target-setting
- contribute to the training and development of school staff.

3.3 Contribute to effective systems which are in line with corporate policy and procedure and which ensure:

- action to meet targets and improve service delivery;
- effective and efficient use of resources;

- effective communication, dissemination and sharing of information, and efficient and effective use of up-to-date IT systems and processes;
 - efficient and effective record-keeping;
 - evaluation of pupil-focused and school-focused interventions;
 - the preparation and collation of data and reports for managers as required.
- 3.4 Support the REMA managers in achieving high quality service delivery by:
- leading activities which promote service improvement with regard to one or more specific areas of service development;
 - making a significant contribution to the monitoring of service delivery with regard to the specific area(s) of development and to the evaluation of impact on teaching and learning;
 - supporting the enhancement of REMA staff's professional skills, knowledge, and practice.
- 3.5 Contribute to the wider aims and objectives of the Service and the County Council by:
- adopting at all times a positive, solution-focused approach to issues work situations;
 - working with colleagues, partners and stakeholders to resolve customer service problems and identify ways to improve customer service and efficiency;
 - maintaining a clear commitment to the principles of equality and diversity.
- 3.6 Contribute to improving practice standards and personal competence through continuous professional development.
- 3.7 Always act within the statutory frameworks which set out teachers' professional duties and responsibilities.
- 3.8 Demonstrate a proper regard for the ethos, policies and practices of the service and of the schools/settings in which they work, and maintain high standards of professional conduct, attendance and punctuality.
- 3.9 Carry out any other duties that may be reasonably required by the line manager.

4. WORK CONTEXT:

This post supports the delivery of a teaching service aimed at promoting inclusion and equality in education and raising achievement and improving outcomes for children from ethnic/language minority and Traveller communities.

REMA is located in the Education and Lifelong Learning Service within the Children, Families and Learning Directorate. REMA services are delivered through a countywide team of specialist teachers and support workers and focus, in consultation with schools, SCC professionals and other partners, on pupils, parents, staff development and/or whole school issues. The type and extent of intervention is negotiated and agreed with individual schools and other settings to reflect their specific requirements and the learning needs of the children and young people.

The post-holder will be based in one of the SCC offices.

5. DIMENSIONS:

Financial:

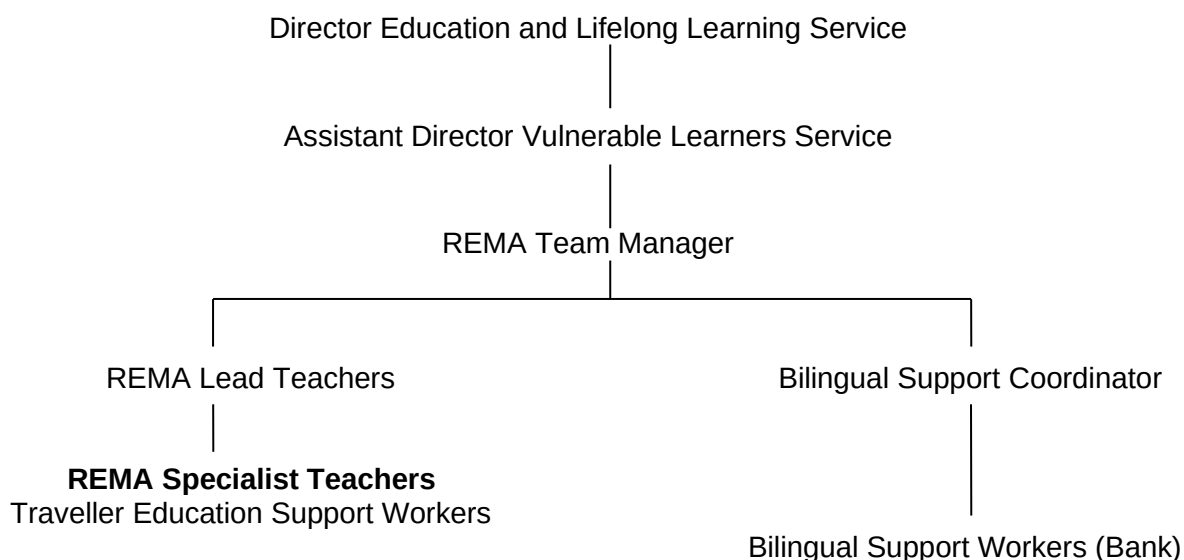
None

Non-Financial:

Accountable for:

- Dissemination of specific expertise
- Resources relevant to expertise
- Quality assurance of service delivery

6. ORGANISATION CHART



7. PERSON SPECIFICATION:**Education, Training and Work Qualifications****Essential:**

- Degree level attainment plus Qualified Teacher Status
- Evidence of Continued Professional Development

Knowledge**Essential:**

- Knowledge of current equality legislation
- Knowledge of the educational needs of ethnic/language minority and/or Traveller pupils
- Knowledge of effective strategies for improving outcomes for ethnic/language minority and/or Traveller children and young people

Skills and Abilities**Essential:**

- Ability to set high expectations and promote good progress and outcomes for ethnic/language minority and/or Traveller pupils
- Ability to make accurate and productive use of assessment and adapt teaching to respond to the strengths and needs of individual pupils
- Ability to manage pupil behaviour effectively to ensure a good and safe learning environment
- Ability to inspire and motivate other professionals to deliver excellent results
- Ability to engage positively with all colleagues in the workplace, and to bring a solution-focused approach to all work situations.
- Ability to promote a culture which supports equality and diversity
- Ability to prioritise and plan to make best use of resources in achieving objectives
- Ability to work independently and with others
- Ability to make and implement decisions in a consensual manner
- Ability to use a range of written and oral communication skills appropriate to the situation
- Ability to use IT to support effective information management

Relevant Experience**Essential:**

- Minimum 2 years' teaching experience
- Experience of working in whole class settings to improve outcomes for ethnic/language minority and/or Traveller pupils

Other Requirements**Essential:**

- Consistently high standards of personal and professional conduct
- Willing to work flexibly as part of a team and the wider organisation
- Willing and able to work and travel within the county in order to meet the operational requirements of the Service

BM Reference – TBM-2023-001