

Genus Care

Teaching With Us

Gareth Hemming Tel: 07528 191224
www.genuscare.co.uk email: gareth@genuscare.co.uk

Welcome to Genus Care

Are you a caring, sensitive person who wants to teach the children who most need education?

Do you want a challenging but rewarding job?

Do you have the ability to make education fun, interesting and appealing?

Are you honest, committed and reliable?

Do you want to solve problems every day?

Do you want to be part of a team that changes the lives of children for the better?

If the answers are 'Yes' then this may just be the opportunity you've been waiting for. Welcome to Genus Care.

This booklet is intended as a guide to provide you with information about our company. It outlines some of the basic terms and conditions and answers some of the questions you might have. We hope you will be as excited about working for us as we are about working with you.

All applicants are required to undergo a Criminal Records Bureau check which involves a full disclosure of any previous offending history.

A proactive Supervision and Appraisal system is in place to monitor and develop staff. Probationary staff are supervised twice a month, then monthly thereafter. We are an Equal Opportunities employer.

Enclosed is the following information:

- Company Profile
- Job Description
- Personal Specification
- Pay package and pay scale
- Training

Company Profile

Genus Care was established in 2010 by Mark Khan and Gareth Hemming. We have over 20 years of working in residential care and looking after children. We look after 10 – 18 year old children who are in the care of local authorities and who present a wide range of difficult and challenging behaviours. We provide one basic service- small children's homes where 3 children live permanently, live as ordinary a life as possible and grow with us.

Genus Care believes that those children and young people who require residential care deserve to be looked after and helped as much as any other child, perhaps even more. They deserve to be educated and have opportunities that are life enhancing experiences. They deserve to be valued and looked after. They deserve to enjoy their childhood.....

Our children's homes represent all that residential care should be. Warm, comfortable family homes where children feel welcome, valued and cared for. With no more than 3 children at any one home we base much of the daily structure and routine on what 'normal' families do, for example eating together, helping with chores, school and relaxation. With staffing levels set at 1:1 we ensure each child has time to focus on their individual lives as well as enjoying the busy 'family' lifestyle brings.

We recognise the importance of education, more so in the lives of those unfortunate enough to have missed large pieces of it. Each home has a fully resourced external classroom staffed by a committed, qualified full-time teacher. Genus Education is registered as an Independent school providing a full GCSE and ASDAN curriculum. Excellent links with mainstream schools, Careers Wales and work experience placements that provide opportunities to progress and experience a wide spectrum of social and educational situations. For the children unable to access mainstream school we are able to ensure they will receive a full curriculum appropriate to their needs and abilities.

Some of our children are educated in mainstream schools. We provide support and assistance depending on the needs of the child.

Genus Care is committed to the development and support of not only the children we look after but the people we employ. In return for your commitment and hard work we will train and develop you. Indeed, we want you to Grow with Us.

Genus Care

Job Description

Job Title : Teacher

Responsible to : Director

General description of duties

To work as a full time teacher as required.

Hours: These hours will primarily be 9am to 5pm Monday to Friday, term time.

Main areas of responsibility

1. Manage time effectively ensuring targets are met to agreed timescales.
2. Work within agreed policies and procedures. Report any shortfalls to line manager.
3. Contribute to a full therapeutic service for young people, providing appropriate levels of activity and stimulation.
4. Coordinate with outside agencies as required in a professional and proactive manner at all times.
5. Ensure an awareness of all relevant legislation, particularly the Children Act 1989, Care Standards Act 2000 and Education Acts
6. Maintain a commitment to own training needs and participate in training programmes as agreed in own personal development programme.
7. Undertake regular supervision and be reflective in own practice.
8. Maintain high standards of hygiene and cleanliness whilst at work.
9. Work within the care plan framework as agreed and support the care team as required.

Teacher Specific Roles

1. Work to agreed targets set monthly, each term and annually in supervision with home manager and Directors.
2. Prepare and evaluate individualised educational plans with the full involvement of the student and ensure it is fully integrated within care plan.
3. Keep appropriate and detailed educational records on each student and as required develop reports for monthly reports, reviews etc.
4. Develop term-by-term lesson plans and activities broadly taking into account the framework of the National Curriculum and other registration requirements.
5. Organise and support care staff in appropriate team teaching techniques facilitating the best use of staff skills to the benefit of each student.
6. Work within agreed care plans of individual young people and make self familiar with general care issues that may affect young people.
7. Work towards and within the registration requirements of the National Assembly of Wales and Estyn.
8. Assist in the preparation and invigilation of external and internal exams.
9. Adapt personal teaching style, methodology and content to conform with requirements of individual students as set out in the IEP.
10. Alert the director of any concerns relating to students, educational and other issues.
11. Maintain confidentiality as regards each student amongst other students.
12. Organise and facilitate work experience in partnership with care teams, college-based schemes of work and other educational based activities.
13. Ensure the classroom is appropriately equipped (within agreed financial parameters with director) and maintained.
14. Boxall Profile Assessment carried out every six months October and April on all pupils within Genus Education.
15. Teacher to monitor all educational statements of children within Genus Care.
16. Review and update all Education Policies annually

17. All pupils to be tested for their Comprehension, Spelling and Reading every December and June plus within two weeks of joining Genus Education.
18. Be lead person and take responsibility for Education section of care plan, ensuring updates are added at least once a month.
19. Ensure classroom has one new display each term.
20. Attend all LAC and Educational Statement meetings where required. Liaise with LAC Education professionals and other relevant persons in a way which promotes both Genus Education and Genus Care as well as the needs of the individual pupil.
21. Cover shifts as and when directed (between hours stated in contract). Be as helpful and flexible as possible.
22. Support pupils within mainstream education where required. Conduct yourself in a manner which enhances the relationship between the school and Genus Education as well as giving the pupil the best chance for achieving.
23. Maintain your classroom to the highest standard of cleanliness including being hovered and polished twice a week.
24. Be responsible for all Educational monies, keeping all receipts and recording all purchases in an orderly manner.
25. Take responsibility for the planning, risk assessing and undertaking of all Educational trips and excursions.
26. To attend team meetings were appropriate.
27. Be aware of changing Educational legislation and implement into the curriculum as and where appropriate.
28. Work in partnership with the care team and Home Manager at all times.
29. Write, update and deliver LSA training for care team in a child/ pupil focused way, taking into account the philosophy of Genus Care.
30. Carry out all PE sessions with the support of the care team.

This job description is not comprehensive and reflects only the main areas of responsibility. The post holder is expected to adopt a flexible approach and take on other duties from time to time.

All contracts of employment are with Genus Care Ltd.

Personal Specification

Job Title: Teacher

Requirements	Essential	Desirable
<p>Core Values which must be demonstrated</p> <ul style="list-style-type: none"> • Value young people who can display challenging behaviours. • Belief that young people have a right to greater independence through choice and control • Value and respect individuality and diversity • Positive interaction with young people 	<p>Yes</p> <p>Yes Yes Yes</p>	
<p>General skills and abilities</p> <ul style="list-style-type: none"> • Ability to work flexibly with young people • Excellent time management and organisational skills • Ability to work in lone situations using own initiative • Ability to seek resolutions to difficult situations • Ability to teach a range of abilities and behaviours • Ability to enable and motivate Young people to develop skills • Ability to work outside the 'normal' constraints of teaching 	<p>Yes</p> <p>Yes Yes Yes Yes Yes Yes Yes</p>	
<p>Communication skills</p> <ul style="list-style-type: none"> • Ability to communicate clearly • Legible and accurate report writing • Liaise professionally and diplomatically with external agencies 	<p>Yes</p> <p>Yes Yes</p>	
<p>Experience of</p> <ul style="list-style-type: none"> • Teaching challenging children • Work in a school environment • Lone working 		<p>Yes</p> <p>Yes Yes</p>

Pay package

- Child care allowances are available for pre school children who are attending nursery
- Holiday allowance the same as Bridgend County Borough Council schools
- Health & Well-being Package
- Annual end-of-year bonus amounting to 3% of annual wage
- Union membership is actively encouraged and information will be handed out during induction.
- We operate a stakeholder pension scheme that you can join or transfer to.
- Sick pay is SSP (this will be reviewed in 2014 with the intention of introducing paid sick leave)
- All other Paternity / Maternity rights etc are respected and adhered to fully.
- Sleep ins are paid at £49.00 (to be paid on trips, excursions, etc)

Teacher Pay Scale

Start	£19,800
Year 1	£21,300
Year 2	£22,700
Year 3	£24,100
Year 4	£25,500
Year 5	£26,900
Year 6	£28,300
Year 7	£29,700
Year 8	£31,100

Annual pay increases happen one year from your start date.

Training

We are very committed to the training and development of all of our colleagues.

Time spent on training is paid for.

We have a very thorough Induction package which will guide any new member of staff through your first 6 months of employment.

Induction training includes the following courses:

- Safe holding and Crisis Intervention
- Child Protection
- Statement of Purpose & Function
- Philosophy
- Fire Safety
- Basic Food Hygiene
- Emergency First Aid
- Health & Safety

Core training is provided concurrently and is comprised of ½ day or 1 day short courses that run at least every month. These are:

- Child Protection
- ADHD
- Attachment Disorders
- Children Act 1989 & Care Standards Act 2000
- HIV Aids
- Self Harm
- Assertiveness
- Life Story Work
- Keyworker Roles
- Drugs Awareness
- Outdoor Education
- Mental Health
- Paperwork
- Appropriate Adult
- Child Development
- Equal Opportunities
- Medicines
- Complaints & Representations

Each teacher will responsible for their own INSET days and will organise their own external training with their line manager. There will be 5 designated INSET days per school year.

For further information please contact:

Gareth Hemming or Mark Khan

www.genuscare.co.uk

**email: mark@genuscare.co.uk or
gareth@genuscare.co.uk**