



Camphill School Aberdeen
Building Futures, Transforming Lives

Education/ Learning Lead	
Service:	Education
Line Manage:	Head of Education
Responsible for:	Named Teachers & Classroom Assistants
Salary Range:	Dependent on experience
Hours:	35 hours per week (term-time working may be considered)

OUR MISSION

- Develop healthy social relationships based on mutual learning, care and respect while celebrating the spiritual uniqueness and authenticity of each human being.
- Integrate care, education, therapy, craft, land and environment supporting everyone to unfold to their full potential.
- Continuous self-development inspired by striving to understand the human being. Ensuring a person-centred approach with a holistic view of education, care and well-being.
- Build community through sharing life experiences together and the celebration of seasonal activities and cultural festivals.

OUR VISION

Camphill School Aberdeen, a part of the international Camphill Movement, aims to create a community in which children and adults, many with additional support needs, can live, learn and work within healthy social relationships based on mutual care and respect.

The foundation of our work is an acknowledgment of the uniqueness of each human being, continuous self-development and life sharing opportunities. This is inspired by anthroposophy, a holistic world view which attributes equal importance to the physical as well as to the spiritual nature of human beings and the world.

Our range of meaningful approaches integrates lifelong learning, care, crafts, therapy and land with the aim of unfolding each person's full potential. We are committed to caring for the land & environment, incorporating sustainable resources and engaging with the wider community. A particular feature of our community is the celebration of seasonal activities and cultural festivals.

For more information, please visit our website
www.camphillschools.org.uk



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Purpose of the role:

There are 3 key areas to this role:

- Support the Head of Education in the performance of their duties by assisting and, where necessary, deputising for the Head of Education in the management of **education/learning** affairs.
- As part of the Education Team, manage and develop whole school approach to education, its implementation and evaluation.
- Support the management and development of the school curriculum, learning and teaching provision in order to promote improved educational outcomes

Key Tasks:

Management

- Support the work and professional development of all school staff, supporting and contributing to collegiate working, professional debate and reflection
- Provide, alongside the Head of Education, strategic direction and guidance
- Ensure that for all children, there are appropriate and bespoke programmes of learning in place which respond to their specific needs
- Take an active part in the overview of learning plans and review meetings
- Review professional needs and performance, and support the continuous professional development of colleagues
- Daily engagement within the school community of staff and pupils
- Play a lead role in the development of whole school policies and their subsequent implementation and evaluation within the standards of Education Scotland and National Autistic Society
- Develop good relationships with external partners and stakeholders to promote the inclusive school community
- Act as a role model and support the delivery of a quality education to pupils in accordance with the school's vision and mission and relevant external standards
- Prepare for 1-1 supervision sessions with Line Manager

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Meetings

- Regular attendance at weekly key meetings
- Promoting peer support to all staff members
- Providing supervisory support to designated staff members
- Meeting all requirements of the relevant registration body

Health & Safety

- Ensure all relevant and current CSA H&S policies are understood and that it is known where to access these, and further information should it be required
- Comply with the CSA H&S policies, including Fire Precautions and Prevention
- Ensure all reasonable precautions are taken to provide for the safety of children and young people attending sessions in the school, or elsewhere on any of the CSA Estates

Safeguarding

- Ensure that work undertaken to safeguard children, young people and young adults is effective and consistent with the policies, procedures and protocols of CSA

Person Specification

Experience/ knowledge

Essential

- Full GTC Scotland/relevant registration/qualification(s)
- Management/supervisory experience
- Experience of working in an educational setting with children and young people with additional support needs
- Demonstrable experience of collegiate working with other services and outside agencies
- Knowledge/evidence of working to learning outcomes/targets
- Evidence of excellent report writing and recording
- Evidence of excellent verbal communication skills

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- Current knowledge and understanding of Protection of Vulnerable Groups' legislation
- Holding PVG membership for work with children and vulnerable adults
- Ability to recognise, act upon and create opportunities to achieve school objectives
- Commitment to high attainment and achievement for all children
- Commitment to working in partnership with parents, local services and outside agencies
- Willingness to undertake further training if required

Desirable

- Additional qualification or training in education for children and young people with additional support needs
- **Experience of working in additional support needs' settings**
- Good understanding of national and local curriculum guidelines, policies and priorities
- Knowledge/experience of the ethos, values and principles associated with the Camphill movement
- Commitment to whole school developments and the wider life of the school
- Competent in the use of ICT

Skills

- Self-motivated team player with a positive approach and proven success in leading collegiate working, and able to act as a role model to promote effective team working, motivating and inspiring colleagues
- Ability to delegate and prioritise where applicable
- Ability to respond to and manage change effectively
- Innovative, strategic and lateral thinking approach to problem solving with the ability to make balanced judgements and translate vision into action

Personal Qualities

- Highly motivated to make a difference to children and young people and to contribute to the life of the community

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The tasks and remit contained within this job description captures the main responsibilities of the role and is not exhaustive. CSA retains the right to request other tasks, within reason, be undertaken by the post holder as requested.

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