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**Job Description and Person Specification**

**Job Title:** Teacher

**Salary:** Main Pay Scale

**Responsible to:** SLT

**Job purpose:** To work with colleagues and children to create the best possible learning environment and to enable all children to achieve the highest standards possible.

**Key Responsibility Areas**

**The Main Duties and Responsibilities of the post are:**

This job is to be performed in accordance with the School Teachers’ Pay and Conditions Document.

**Achievement:**

* To ensure all pupils make good progress from their starting points
* To close the achievement gap for any underperforming groups of pupils
* To ensure that all pupils aspire towards national age-related expectations or above

**Teaching:**

* To be a motivated, enthusiastic quality teacher.
* To deliver the school’s curriculum, including new educational initiatives, and use a wide range of teaching styles which take into account the diverse demands of children’s learning thereby supporting the ethos of the school.
* To plan according to the school’s policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
* To acknowledge and identify children’s needs in accordance to the school’s SEN policy
* To mark, record and assess pupil’s work in accordance with the relevant school’s policies.
* To keep records of achievement in accordance with the school’s policies.
* To support the Head and SLT in all areas of agreed school policy and practice.
* To communicate to Team Leaders or SLT any areas of concern.
* To co-ordinate a named curriculum area or aspect, reviewed annually.

**Other Expectations**

* To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
* To develop a wide range of pupil’s skills and encourage independence.
* To provide opportunities for pupils to present their work in a variety of ways.
* To create an atmosphere that encourages care and concern for others and their environment, whilst promoting self-confidence, self-esteem and self-control. To uphold high standards of discipline and show consistency in dealing with children’s behaviour, whilst understanding the needs of the individual. To be responsible for the discipline of all children in the school as needs arise and act according to the school’s Behaviour Policy.
* To write records of and reports on the personal and social needs of pupils.
* To maintain a positive relationship with parents.
* To meet with and consult with parents of pupils regularly.
* To liaise with external agencies.
* To maintain confidentiality where appropriate.
* To be aware of, and follow the school’s Safeguarding policy and procedures
* To implement the school’s Health and Safety Procedures as outlined in the school’s policy
* To keep up to date with current educational issues and further one’s own professional development.
* To participate in self-evaluation and performance management.
* To provide basic first aid and seek assistance when necessary.
* To participate in and contribute to staff meetings and training.
* To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person.
* To participate in the supervision of students in training when required.
* To undertake any other duties as directed by the Headteacher

**This job description will be informed by the Pay and Conditions document and will be reviewed annually.**

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|  | **Essential** | **Desirable** | **Evidence** |
| Qualifications | Qualified Teacher Status (QTS) | Further continuous Professional DevelopmentFirst aid trainingTeam Teach/Positive Handling/MAPA training | Application Form |
| Experience | Proven ability as an excellent trainee teacher or classroom teacherAbility to build relationships and work within a team of professionals | Proven record of successful subject leadershipExperience in supporting children with EAL and SEN including BSED needs | Application Form |
| Professional Knowledge, Skills and Understanding | Knowledge of what constitutes good or better teaching and learningInclusion and best practice for engaging all learnersHigh expectations related to appropriate rates of pupil progress and attainmentWhat constitutes successful and appropriate relationships with childrenBasic child protection practiceEffective organisational skillsAbility to build supportive relationships with parents and carers.Ability to deal positively with challenging behaviour | An understanding of the new Ofsted framework and descriptorsTeam Teach/Positive Handling/MAPA training de-escalation trainingExtra-curricular qualification/sports coaching accreditation | Letter of applicationInterview |
| Curriculum | National curriculum, relevant programmes of study and assessment strategiesSound ICT skills | Knowledge of statutory assessments at KS1 and KS2 (SATs)Experience of teaching using RWI to teach phonicsExperience of working with a successful integrated curriculumAn understanding of the changes informing the National Curriculum 2014. | Letter of applicationInterview |
| Professional Values | High expectationsLearning should be engaging and inspiringDeveloping positive learning behavioursCommitment to the personal welfare and safeguarding of children | Support for enriched curriculum through out of hours learning and educational visits | Letter of applicationInterview |

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| Personal Qualities | Displays sensitivity in dealing with childrenOpen minded, self-evaluative and adaptable to changeWillingness to be involved in the wider life of the schoolAbility to prioritiseGood interpersonal and communication skillsA willingness to learn and the will to continue to strive for excellence | Demonstrate a commitment to environmentally-friendly and sustainable work practicesBrings personal interest and enthusiasms to the school communityAspirational and driven to be a future leader. | Letter of applicationInterviewReference |