

Grade / Salary	M1-M6
Contract Type	Fixed-term until 31 st August 2027, full-time
Line Manager	Headteacher
	<p>Purpose of the job: To be an effective classroom teacher, engaging pupils of all abilities to achieve their full potential. Act with integrity and honesty and foster positive relationships with parents and colleagues in the best interests of the children.</p> <p>General Duties and Responsibilities:</p> <ul style="list-style-type: none"> • The post holder is required to carry out under the reasonable direction of the Headteacher the professional duties of a teacher which are set out in both the School. • Teachers' Pay and Conditions Document and the 'Teaching Standards' document; • The post holder must at all times carry out their responsibilities with due regard to the Trust's Equalities Policy; • Take an active part in extra-curricular provision. <p>Knowledge and Understanding:</p> <ul style="list-style-type: none"> • Have a secure knowledge of the relevant aspects of the National curriculum; • Foster and maintain pupils' interest in learning and develop sufficient subject knowledge that enables them to address any common misconceptions and mistakes; • Through engagement with research, demonstrate a critical understanding of current developments in primary education and promote the value of education and lifelong learning; <p>Planning and setting expectations:</p> <ul style="list-style-type: none"> • Ensure that all lessons are well planned for and that there is a clear sequence of learning both within a lesson and across a series of lessons; • Use a variety of teaching and learning styles and strategies to keep all pupils engaged so there are sufficient levels of pace, motivation and challenge; • Be familiar with the Code of Practice and identification, assessment and support for pupils with special educational needs and disabilities; • Assess, monitor, record and report on the learning needs, progress and achievements of pupils, making accurate and productive use of assessment • Set high expectations which inspire, motivate and challenge pupils. • Adapt teaching to respond to the strengths, needs and interests of the pupils • Select and make good use of ICT skills for classroom and management support;

Teaching and learning:

- Have a secure understanding of how a range of factors can affect pupils' ability to learn, and how best to overcome these.
- Ensure effective teaching of whole classes, groups and individuals, establishing high expectations of attainment, so that teaching objectives are met;
- Set high expectations for pupils' behaviour through well-focused teaching and through the development of positive and productive relationships.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Develop an inclusive and enquiry-based curriculum that will motivate and inspire children.

Assessment and evaluation:

- Make effective use of assessment information on pupils' attainment and progress and use when planning future lessons;
- Value pupils' work by providing constructive oral and written feedback, setting targets for pupils' progress and helping children to have a clear understanding of what they need to do next to make progress.

Relationships:

- Develop effective professional relationships with colleagues, knowing how and when to get further advice or specialist support
- Communicate effectively with parents with regard to pupils' achievement and well-being as well as ways in which they can support their child with their learning at home;
- Promote the safety and wellbeing of pupils and work with other professionals as needed (i.e. speech and language) for pupils' welfare
- Take responsibility for improving teaching through appropriate professional development, responding positively to advice and constructive feedback from others
- Recognise that learning takes place outside the school context and provide opportunities to develop pupils' understanding by relating their learning to real world and work-related examples.

Personal and Professional Conduct:

- Treat people with dignity, building relationships rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position
- To critically evaluate own teaching to improve its effectiveness.
- Show tolerance of, and respect for, the rights of others
- To be familiar with the school and Trust's current systems and structures as outlined in policy documents, including Health and Safety and Safeguarding Policies;
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's and Trust's values and vision.

Dimensions

Excalibur Academies Trust is a Multi-Academy Trust of 20 schools across the age range from Nursery to Sixth Form.

Special Notes**Safeguarding**

- Excalibur Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As the responsibilities of this post are defined as regulated activity, the person appointed is required to have an enhanced DBS check with barred list information.

PERSON SPECIFICATION

Job Title:	Classroom Teacher
Location:	Ashton Vale / Compass Point Primary School

KEY CRITERIA	ESSENTIAL	DESIRABLE
Education, Training and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Degree or equivalent. • Evidence of commitment to further professional development 	<ul style="list-style-type: none"> • Paediatric First Aid training
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • An excellent knowledge and understanding of the national curriculum and other statutory frameworks • Knowledge of assessment strategies and use of data to inform and improve learning and teaching. • Excellent understanding of how children learn and ability to use this knowledge to plan exciting and stimulating learning opportunities which actively promote independence in learning and enable good progress and achievement. • High expectations of pupil achievement and ability to motivate pupils of differing abilities A full commitment to safeguarding children, including understanding the requirements around safeguarding children in education 	<ul style="list-style-type: none"> • Experience of teaching in more than one key stage • The willingness/experience to lead a subject leadership role • Evidence of recent research and how this has informed your teaching • Knowledge and experience of using safeguarding processes in a school context
Skills and Abilities	<ul style="list-style-type: none"> • Ability to plan and deliver lessons to meet the needs of all learners across all areas of their development. • Able to show evidence of high quality teaching and learning. . • Able to use ICT effectively as an integral part of teaching and learning. • Ability to keep form and maintain appropriate relationships with children, parents and staff.. Ability to create and maintain a safe, happy, stimulating and well-organised classroom. Ability to cater for the needs of all children in a class. 	<ul style="list-style-type: none"> • Experience of outdoor curriculum /Forest schools • The ability to contribute and lead on extra-curricular activities. • Knowledge or experience of Trauma Informed Schools
Personal Qualities	<ul style="list-style-type: none"> • A positive attitude and a sense of fun Resilient and robust. • Hardworking, flexible and responsive to change. • Willingness to give, receive and act on feedback in a constructive way • Able to use initiative and find solutions 	<ul style="list-style-type: none"> • Willingness to develop community links. • Willingness to work with and share best practice with colleagues at partner schools within the Trust.

	<ul style="list-style-type: none">• Commitment to excellence and raising the academic and personal achievement of all pupils.• Ability to promote a positive ethos and maintain high standards of behaviour using positive strategies.• Ability to work collaboratively with all school staff, parents and external agencies Commitment to maintaining confidentiality and to act in a professional manner	
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Annual Appraisal

All staff must complete an annual appraisal as part of their performance management at the Excalibur Academies Trust

Probation period

All new members of staff will complete a probation period as per their induction process.