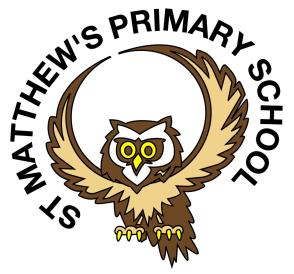


St Matthew's Primary School

Job Description

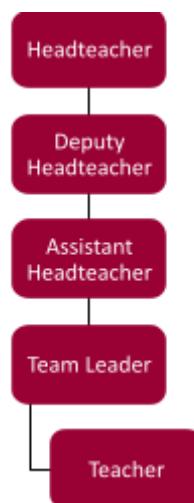


TITLE: Teacher
SCHOOL: St Matthew's Primary School
RESPONSIBLE TO: Team Leader/Assistant Headteacher/Headteacher
GRADE: Mainscale or Upper Pay Spine

PURPOSE OF POST:

The postholder has a teaching commitment in either FS, KS1 or KS2. The teacher will contribute to the School Plan, supporting the ethos, aims and vision of the school.

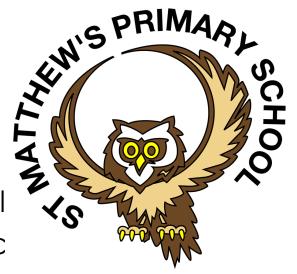
ORGANISATION CHART:



PRINCIPAL RESPONSIBILITIES:

The teacher will undertake all duties required of a qualified teacher identified in the School Teachers' Pay and Conditions Document and will undertake class teaching in a designated year group.

1. Assist in whole school, year group and lesson planning which meets the needs of all pupils.
2. Coordinate/ act as a subject specialist in a curriculum area including monitoring and assessment, policy assessment and teaching strategies, consulting with colleagues and feeding back to the Leadership Team.
3. Monitor and assess pupil results and progress, ensuring appropriate records have been kept, and use performance data to inform individual pupil, class and year group targets, lesson planning and the preparation of differentiated work, which meets the needs and potential of all pupils.



4. Support the school's pastoral system, within the year group, class and with individual pupils.
5. Contribute to the school's appraisal process, coaching and mentoring coll and PGCE/ITT students, as required, monitoring some teaching in the curric and the input of class support staff.
6. Contribute to the effective deployment of support staff and resources (ICT and consumables) within the class.
7. Play a full part in the life of the school community, supporting the ethos of the school, and encouraging staff, parents and pupils to do likewise.
8. Comply with school policies and procedures in areas such as assessment, marking, behaviour management, communication with parents, teaching English as an additional language, cover, induction, planning, staff meetings, parental events.
9. Ensure personal professional development, being up-to-date in national and local developments, participating in whole school and individualised INSET and sharing with others.

DIMENSIONS:

Supervisory Management: Oversea Teaching Assistants working in class

Financial Resources: N/A

Physical Resources: Classroom materials, equipment and resources

Other: N/A

Physical Effort: The job is likely to involve some lifting of children and equipment on a regular basis. Training will be provided where necessary.

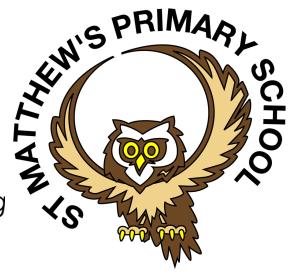
Working Environment: There could be a frequent requirement to deal with vomit and bodily fluids when children are unwell or when following care plans.

CONTEXT:

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

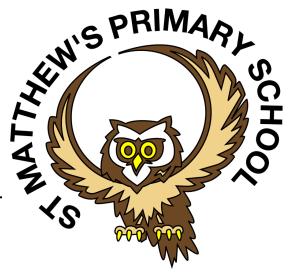
Disclosures are handled in accordance with the DBS Code of Practice which can be accessed via www.disclosure.gov.uk

'The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including past employers and the Disclosure and Barring Service.'



'CVs will not be accepted for any posts based in schools'.

Person Specification



This acts as a selection criteria and gives an outline of the types of person and characteristics required to do the job.

Essential (E) :- without which candidate would be rejected

Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give clear examples of how you meet the essential and desirable criteria.

Attributes	Essential	How Measured	Desirable	How Measured
Experience	<p>Teaching in the relevant subject area.</p> <p>Using data to inform target setting and planning.</p>	1,2 1,2	Working with children with English as an Additional Language.	1,2,5
Skills/Abilities	<p>Able to communicate with a variety of stakeholders (eg colleagues, parents, external agencies).</p> <p>Able to use IT to support both the curriculum and work organisation.</p> <p>Able to work as part of, and contribute to, a whole-school, multi-disciplinary team.</p> <p>Able to monitor and evaluate teaching and learning.</p> <p>Able to identify the necessary resources which ensure high quality teaching and learning.</p> <p>Able to assess the needs of individuals to inform lesson planning.</p> <p>Able to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly.</p>	1,2,5 1,2 1,2,5 1,2 1,2 1,2,5 5	Able to coach and mentor others.	1,2



	High standard of spoken and written English	3,5		
Equality Issues	Demonstrable commitment to inclusive teaching and learning. Awareness of the effects of discrimination on pupils, parents, colleagues and policy.	2,5 1,2		
Competencies	Able to demonstrate the appropriate motivation to work with young people Able to form appropriate relationships with young people Emotional resilience in working with challenging behaviours Appropriate attitudes to the use of authority and maintaining discipline	1,2 1,2 1,2 1,2		
Specialist Knowledge	Subject/KS, curriculum knowledge	1,2,5		
Education and Training	Qualified Teacher Status Evidence of ongoing cpd.	4 1,2	Evidence of meeting the threshold standards. Sustained and substantial performance in the threshold standards.	1,2 1,2
Other Requirements				

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.



The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.