



Job Description and Person Specification

JOB TITLE	Classroom Teacher
RESPONSIBLE TO	Head of Faculty/Subject Lead
GRADE	MPS/UPS
SALARY	£32,916 - £51,048
TYPE	Full time, Permanent

JOB DESCRIPTION

Overall purpose of the post:

Carrying out the professional duties of a teacher as circumstances may require and in accordance with Academy policies, under the direction of the Principal.

Meet the expectations set out in the Teachers' Standards

Main Duties and Responsibilities:

- Set high expectations which inspire, motivate and challenge students
- Plan and teach well-structured lessons to assigned classes, following the curriculum planning and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- Ensure students receive regular actionable feedback
- Adapt teaching to respond to the needs of students
- Reflect on the success of teaching strategies include use of behaviour management strategies
- Promote excellent progress and outcomes by students
- Demonstrate excellent subject and curriculum knowledge
- Demonstrate high engagement with their professional development to ensure teaching practice is consistently of a high standard
- Participate in arrangements for preparing students for external tests
- Set effective homework and revision materials

Whole-school Organisation, Strategy and Development

- Make a positive contribution to the wider life and ethos of the academy
- Work with others on curriculum and student development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach



Job Description and Person Specification

Health and Safety

- Promote the safety and wellbeing of students
- Create an excellent classroom culture, managing behaviour effectively to ensure a good and safe learning environment
- Undertake Fire Marshall duties in the case of fire and/or emergency evacuation where applicable

Professional Development

- Engage fully with the academy performance management processes
- Engage fully with further training and development in order to improve own practice
- Support the professional development of others, where appropriate

Communication

- Communicate effectively with students, parents, carers and colleagues
- Working with colleagues and other relevant professionals
- Collaborate and work with colleagues and other relevant professionals within and beyond the academy
- Develop effective professional relationships with colleagues
- Personal and professional conduct
- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside academy
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all students in the academy
- Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.



Job Description and Person Specification

Policies and Expected Standards

- The post holder is required to familiarise themselves with all Trust and academy policies and procedures and to comply with these at all times.
- The Code of Conduct for Employees in particular sets out what you as a post holder are required to follow at all times and you should study this carefully. Failure to comply with any of the academy and trust policies may result in disciplinary action up to and including dismissal.
- Winsford Academy is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS and safeguarding training, as required under the latest version of Keeping Children Safe in Education. Staff have a duty to recognise and report any concerns they have about the safety or welfare of a child to the relevant and qualified individual within the organisation.
- Staff must recognise the need to challenge appropriately and understand their duty of care relevant to their position within the organisation.
- Staff must be familiar with and understand the correct reporting process where there has been a potential breach.

Personal Contacts:

- External: Contractors, suppliers, parents, external agency professionals, government and local authority staff, other staff from academies and schools.
- Internal: Students, staff, Board and Governors, parents and any other visitors to the Academy

This job description may be subject to change, following consultation between the post holder and the academy.



Job Description and Person Specification

PERSON SPECIFICATION

Qualifications	Essential	Desirable
A degree in an appropriate discipline related to relevant subject	✓	
Teacher qualification together with Qualified Teacher Status	✓	
Willingness to undertake and complete training to enhance qualifications and training and development in the post	✓	
Knowledge		
Awareness of the strategies available for improving the learning and achievement of all students	✓	
A good understanding of curriculum developments in the specific subject area	✓	
Experience		
Recent and relevant teaching experience in employment or training	✓	
Experience of assessment at Key Stage 3 and 4	✓	
Understand how students learn and how to meet their needs	✓	
Work flexibly to meet business needs	✓	
Skills		
Excellent practitioner	✓	
Ability to communicate high expectations to all students	✓	
Able to use a range of teaching and learning strategies	✓	
An understanding for how Assessment for Learning can improve student performance	✓	
Confidence in the use of standard computer packages (word processing, email and spreadsheets) and how these can be used to enhance student learning	✓	
Able to use student data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential child safeguarding issues	✓	
Ability to respect and maintain confidentiality, including following general data protection regulation	✓	
Ability to communicate both orally and in writing to students and their parents	✓	
Share good practice across the department	✓	
Other		
Commitment to be involved in the school as part of the wider community	✓	



Job Description and Person Specification

Excellent attendance and punctuality	✓	
Satisfactory DBS and recruitment checks	✓	
Assessed and advised by Health and Well Being	✓	