

## THE HOWARD PARTNERSHIP TRUST

*'Bringing out the Best'*

### JOB PROFILE – CLASSROOM TEACHER

<b>Job Title:</b>	<b>Classroom Teacher</b>
<b>Reporting to:</b>	Senior Leadership Team
<b>Salary:</b>	MPS/UPS
<b>Job Purpose:</b>	<ul style="list-style-type: none"><li>• To provide high-quality teaching and learning that supports students to make as much progress as possible</li><li>• To work as part of a team and participate in activities that support the improvement priorities of the school</li><li>• To maintain consistently the Teacher Standards</li></ul>
<b>Key Accountabilities</b>	<ul style="list-style-type: none"><li>• To plan and prepare high quality lessons.</li><li>• To prepare and teach high quality lessons that meet the needs of all children in your class, and to facilitate good learning and progress.</li><li>• To follow and contribute to schemes of work.</li><li>• To assess pupil work providing appropriate feedback and to encourage further improvement.</li><li>• To maintain comprehensive records of pupils' progress and assessment in line with whole school policy.</li><li>• To report on pupil progress in line with whole school policy.</li><li>• To attend parents' evenings and respond to parental requests for information.</li><li>• To promote the progress of all pupils and their well-being, with due regards for encouraging attendance, discipline, health and safety.</li><li>• To maintain a stimulating, safe and appropriate learning environment.</li><li>• To participate in the life of the school, including contributions to staff, participation in Continuing Professional Development and Performance Management, and participation in school routines, duties and whole school activities.</li></ul>

#### Whole School Responsibilities

- To participate in staff meetings, inset meetings and consultations which relate to the general well-being and development of the school.
- To advise and co-operate with the Principal and other staff members on the preparation and development of policies, schemes of work, teaching materials, methods of teaching and assessment and pastoral arrangements.
- To maintain good order and discipline among the children and safeguarding their health and safety both when they are authorised to be on school premises and when they are engaged in authorised school activities elsewhere.
- To contribute to curriculum development as a subject leader or as part of a curriculum team.
- Taking appropriate responsibility for one's health, safety and welfare and the health and safety of pupils, visitors and work colleagues in accordance with the requirements of legislation and locally adopted policies; including taking responsibility for raising concerns with your line manager.

#### Additional Information

- Please see our website <http://www.kenyngtonmanor.org/> for more information about our school.
- For more information about The Howard Partnership Trust ([www.thehowardpartnership.org](http://www.thehowardpartnership.org))

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## PERSON SPECIFICATION – CLASSROOM TEACHER

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject	✓		Application
Commitment to CPD and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Skills and abilities	Essential	Desirable	How assessed
To be able to teach lessons which consistently meet the Teacher Standards	✓		Application / Interview
To use a variety of strategies to engage students and promote a stimulating environment	✓		Application / Interview
To work well in a team, contributing ideas and supporting faculty/department procedures	✓		Application / Interview
To be a confident user of IT as a teaching tool	✓		Application / Interview
To contribute to the wider life of the faculty / department and whole-school, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	✓		Application / Interview
Values			
<p>We are a values-based organisation and seek to recruit individuals who can demonstrate our values.</p> <p>Our values will be assessed through the selection process, so we ask all applicants when providing their supporting statement to also incorporate not only how they meet the essential criteria for the role, but to also demonstrate our values.</p> <p><b>Our values are:</b></p> <p><b>Integrity</b> - displaying honesty and having strong moral principles</p> <p><b>Partnership</b> - working together and taking collective ownership to achieve the same goals</p> <p><b>Advocacy</b> - working hard on behalf of others to maximise their success</p> <p><b>Resilience</b> - finding success again after something difficult or negative has happened</p> <p><b>Compassion</b> - displaying empathy towards and a desire to help others</p> <p><b>Aspiration</b> - aiming high to achieve success</p>			

### **Safeguarding and Further Information**

We really want you to shine as part of our application and selection process, so that you can truly perform at your best and feel comfortable. Our processes are extremely flexible, so please let us know what we can do so that you can be at your best throughout the application and selection stages.

As well as verification of identity, the successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).

In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties.

The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential 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 Act 1974. 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. 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.