



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

TEACHER MPS + SEN

We know from experience that things change throughout the lifetime of a role and so this JD isn't a list of everything you will do – this gives our people the chance to play to their strengths.

How you will make an impact...

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forwards and using every opportunity to embed our values.
- Taking responsibility for your own development - that way we can make the biggest impact!
- We are always looking for someone who can contribute to our growth.
- More than anything, we are looking for a team player who puts their heart into their work. We have some core values that run through everything we do, and we'd love it if they resonate with you too.

About the role...

Main purpose of the role:

To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students.

The Job Description should be read alongside the range of professional duties of Teachers as set out in the Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers.

Key accountabilities:

Teaching and Managing Pupil Learning

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Behaviour, Education and Care Plans (IBECs).

Assessment and Evaluation

- Assess how well learning objectives have been achieved and use this assessment for future teaching.

- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- When applicable, understand the demands expected of pupils in relation to the National Curriculum at all Key Stages.

Additional Duties

- Participate in the leading of, or lead, a specific curriculum area/area of responsibility within the school.
- Play a leading role in reviewing policy for the teaching of a curriculum area/area of responsibility.
- Contribute to the production of the School Improvement Plan as appropriate.
- Audit or assist with an audit of, existing resources for a curriculum area/area of responsibility and offer advice on and co-ordinate the acquisition of new materials.
- Represent the school in local cluster groups and liaise with secondary schools concerning a curriculum area/area of responsibility.
- Liaise with other co-ordinators and senior management within the school on curriculum planning to ensure a balanced and coherent curriculum is delivered.

Relationship with Parents and the Wider community

- Prepare and present informative reports to parents.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

Manage Own Performance and Development

- Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
- Share corporate responsibility for the implementation of school policies and practices.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.
- Taking such part as may be required by the Headteacher in the review, development and management of activities relating to a specific subject(s) area across the school.
- Advise and co-operate with the Headteacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

Managing Resources

- Select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met.

General duties:

- To share in the corporate responsibility for the well-being and discipline of all pupils.
- To maintain positive relationships with the parents and carers of the children.
- To take a full role in the wider life of the school.
- Demonstrate an active contribution to the policies and aspirations of the school.
- To be responsible for your own safety and that of others.

- Demonstrate commitment to, and responsibility for, own professional development.
- Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to their work.
- To promote and safeguard the welfare of children and young persons in accordance with Safeguarding Children in Education under the provisions of the Education Act 2002 Section 175.

General

- The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.
- The above duties may involve having access to information of a confidential nature, which may be covered by the Data Protection Act. Confidentiality must be maintained at all times.
- The postholder must be flexible to ensure the operational needs of the School are met. This includes the undertaking of duties of a similar nature and responsibility as and when required, throughout the various work places in the School.
- To promote the School's Equal Opportunity Employment Policy.
- The Health and Safety at Work etc. Act (1974) and other associated legislation places responsibilities for Health and Safety on all employees. Therefore, it is the postholder's responsibility to take reasonable care for the Health, Safety and Welfare of him/herself and other employees in accordance with legislation and the School's Safety Policy and Programme. Specific details are outlined in the Departmental Safety Policy.
- Where the postholder is disabled, every effort will be made to supply all the necessary employment aids, equipment or adaptations to enable him/her to perform the full duties of the job. If, however, a certain task proves to be unachievable then job redesign will be given full consideration.

As a member of staff of The Trust

- Role model appropriate behaviours within a professional environment including conduct, communication, and personal appearance.
- Role model high levels of literacy and numeracy including modelling appropriate language.
- Aspire to develop own professional skills and qualifications.
- Use all forms of social media appropriately.
- Take responsibility for the reputational management of all sites across the Trust.
- Contribute to systems of evaluation and performance of the organisation positively.

About you...

This is the job for you if you hold the following qualifications, experience, knowledge, skills and values:

Qualifications and Training

Essential

- Qualified teacher status.
- Further relevant professional development.

Desirable

- Child Protection level 1.

Experience, Knowledge and Skills

Essential

- Motivation to work with children and young people and/or vulnerable adults.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.

- A knowledge and commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults.
- A track record of consistently good/outstanding classroom practice.
- Relevant experience of holding an area of responsibility /or leading a significant project / club in a school (Possibly whilst on teaching practice. Please state strengths).
- Familiarity with the advances that ICT is bringing to schools.
- Experience of working with parents and the wider community to enhance the learning process.
- Understanding of schools in areas of high social deprivation.
- An ability to inspire, motivate, challenge and support others.
- Excellent teaching skills.
- Ability to work collaboratively as part of a team.
- A knowledge and commitment to safeguarding and promoting the welfare of children.
- Knowledge and understanding of current educational development.
- Knowledge of Assessment for Learning and effective target setting.
- Understanding of the processes to raise standards and promote progress.
- Understanding of the way children learn and different teaching methods.
- Knowledge and understanding of the KS2 curriculum.
- Understanding of and a commitment to developing links between home, school and the community.
- Understanding of and commitment to equality of opportunity.
- Enthusiasm and motivation.
- Personal vision of education.
- Willingness to take part in the broader life of the school.
- Good quality written communication skills – the ability to write for a variety of audiences.
- Commitment to providing excellent service to the school and Governing Body.

The successful candidate's appointment will be subject to the School obtaining a satisfactory Enhanced and Barring List Disclosure from the Disclosure and Barring Service.

Desirable

- Ability to use a range of data to identify strengths and areas for improvement.
- Willingness to run or support an after school club at some point in the year.
- Familiar with the use of Restorative Practice techniques.
- Willingness to offer extracurricular activities

Values and Personal Competencies

- Committed to the values and vision of the Trust.
- Team focused with the ability to work independently and take initiative.
- Committed to equality, diversity and inclusion.
- Strong morals, ethics and sound judgement.
- A role model of the Trust's Values.