



Wellspring Academy Trust

Post Title: Class teacher

Department: Coomb Briggs Primary Academy

Reporting to: Carrie Green - Executive Principal

Salary within the range: MPS/UPS

Purpose of the post

- To be responsible for the learning and achievement of all pupils in the class ensuring equality of opportunity for all.
- To be responsible and accountable for achieving the highest possible standards in work and conduct.
- To treat pupils with dignity and respect, building relationships rooted in a mutual understanding, and at all times observing proper boundaries appropriate to a teacher's professional position.
- To work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- To act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards*
- To take responsibility for promoting and safeguarding the welfare of children and young people within the school

Responsibilities

- Implement agreed school policies and guidelines.
- Support initiatives decided by the Head teacher and staff.
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks/having the highest expectation of every child, believing that every learner has unlimited potential for development.
- To plan and deliver the curriculum within the framework of present school policies and those of the National Curriculum, both in short and long term planning structures.
- Set clear targets, based on prior attainment, for pupils learning;
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils.
- To monitor children's progress, keep records and evaluate children's achievements.
- To establish and maintain good relationships with colleagues, working as part of a team in all aspect of school development.
- Maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy.
- Work in partnership with parents and carers in providing a quality education experience for all the children and report to parents on the development, progress and attainment of pupils.

- Participate in staff meetings and CPD offered by the school in order to support the high standards expected.
- Communicate and co-operate with specialists from outside agencies.
- Lead, organise and direct support staff within the classroom.
- Participate in the performance management system for the appraisal of their own performance.

Standard Duties in all Trust Job Description

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices
- Show a commitment to ensuring that children and young people learn in a safe environment
- Participate in relevant and appropriate training and development as required.

Method of Working

Wellspring Academy Trust expects all staff to work effectively and cooperatively as part of a team, delivering high quality support. This requires dealing with people politely and tactfully, and in accordance with Trust guidelines, policies and procedures. Wellspring team members are expected to respect confidentiality and safeguarding practices at all times.

Public Relations

Considerable importance is attached to the public relations aspect of our work. Members of the team must project a positive image of the Trust at all times and through all activity.

DBS Certificate

Wellspring Academy Trust takes its duty to safeguard the young people with which it works seriously.

All Wellspring team members are required to undertake a Disclosure and Barring Service (DBS) check.



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Person Specification

		Essential / Desirable	How Identified
Section	Information		
Education and Training			
	Qualified Teacher Status	Essential	Application / Interview
	Teaching Qualification recognised by the DfES	Essential	Application / Interview
	To have a commitment to furthering own professional understanding and expertise	Essential	Application / Interview
	Evidence of further professional development relevant to the post	Desirable	Application / Interview
Experience			
	Teaching within a primary setting	Essential	Application / Interview / References
	Working successfully and co-operating as a team	Essential	Application / Interview / References
	Excellent classroom management and practice	Essential	Application / Interview / References
	Experience of using assessment to measure impact and inform improvement	Essential	Application / Interview / References
	Teaching experience across the whole primary age range along with experience in other schools/academies	Desirable	Application / Interview / References
	Skills in using ICT	Essential	Application / Interview / References
General and Specialist Knowledge			
	Demonstrate excellent teaching practice	Essential	Application / Interview / References
	Knowledge, understanding and experience of the national curriculum	Essential	Application / Interview / References
	Knowledge and understanding of the needs of all groups of pupils	Essential	Application / Interview / References
	Some evidence of awareness of current local and national initiatives	Desirable	Application / Interview / References



Skills and Abilities			
	To establish effective relationships with children based on high expectations	Essential	Application / Interview / References
	To establish a purposeful learning environment where all pupils feel secure and confident	Essential	Application / Interview / References
	To use effective teaching and learning styles to support the learning of all pupils	Essential	Application / Interview / References
	To show the ability to work as part of a team with colleagues, forming professional relationships	Essential	Application / Interview / References
	to establish strong relationships with governors, parents and carers,	Essential	Application / Interview / References
	Experience with working with the wider community	Desirable	Application / Interview / References
	Experience of homeschool links and partnership with Governors	Desirable	Application / Interview / References
Additional Requirements			
	Operate with the highest standards of personal/professional conduct and integrity	Essential	Application / Interview
	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.	Essential	Application / Interview
	Willing to undertake training and continuous professional development in connection with the post.	Essential	Application / Interview
	Work in accordance with the Trust's values and behaviours.	Essential	Application / Interview
	Able to undertake any travel in connection with the post.	Essential	Application / Interview
	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude	Essential	Application / Interview
	Satisfactory DBS disclosure to work in an environment dealing with young people	Essential	Application / Interview
	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults	Essential	Application / Interview
	A commitment to safeguarding and promoting welfare for all	Essential	Application / Interview