



WESTCOUNTRY SCHOOLS TRUST JOB DESCRIPTION

Job Title:	Preschool Teacher
Location:	Across the Trust (based at Glen Park Primary School currently)
Grade:	MPS / UPS
Hours:	FTE 1.0
Reports to:	Headteacher

Class Teacher

The Preschool Teacher supports the effective operation of the Trust and works to uphold and promote its vision and values.

To deliver the highest quality of teaching & learning through being an effective Teacher who challenges and supports all pupils to achieve their best by:

- Inspiring trust and confidence in pupils and colleagues
- Building team commitment amongst pupils and colleagues
- Engaging and motivating pupils
- Analytic thinking
- Taking positive action to improve the quality of pupils' learning

Duties and Responsibilities

- Take responsibility for the Pre-School class or classes of children in accordance with the duties listed below.
- To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the school's professional code of conduct.
- Deliver and administer statutory and non-statutory assessments.
- Teach a class or classes of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.
- Maintain the positive ethos and core values of the school, both inside and outside the classroom.
- Promote the school's visions, aims and values.
- Contribute to constructive teambuilding amongst teaching and non-teaching staff, parents and governors.
- Be willing to take part in wider school life.
- Bring initiative, energy and drive to the team.

- Have high expectations of every child from their given starting points.
- Refuse to allow disadvantage to be a barrier to their children's achievements.
- Empower and inspire children and staff to want to succeed.
- Have secure subject knowledge in the primary curriculum.
- Lead a subject across the school and support the development of the curriculum.
- Contribute to the improvement of the school through INSET and development of resources.
- Be immersed in our inclusive nature as a school and recognise/appreciate the needs of our children and community.
- Preparing and contributing to Trust wide development by sharing best practice and professional feedback.
- To assist with the production and analysis of regular reports on activity for use at management meetings and feedback, as appropriate for the role.
- To maintain designated databases / files in accordance with Trust policies for data governance, as appropriate for the role.
- To comply with and promote all Trust policies, including Safeguarding, Health and Safety, and Equality & Diversity.
- To act in accordance with, and actively promote, all Trust policies, including Safeguarding, Health and Safety and Equality & Diversity.
- To participate in Continuing Professional Development (CPD relevant to the role and to engage in Performance Development Reviews (PDRs).
- Preparing and contributing to Trust wide development by sharing best practice and delivering/receiving professional feedback.
- To retain confidentiality and maintain data and/or files in accordance with Trust policies for data governance, as appropriate for the role.

This job description provides a general reflection of the main duties and responsibilities of the post at the date of production. You may be expected to take on other reasonable activities deemed to be within the character of the post to assist in efficient service delivery. The duties may change over time as requirements and circumstances evolve without changing the general character of the post or level of responsibility.

PERSON SPECIFICATION

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other selection activity)
Qualifications:			
Qualified teacher status	E	X	
Experience of working at preschool level	D	X	X
Experience of working at primary level	D	X	X
Knowledge, Skills and Abilities			
Sound knowledge of EYFS Curriculum	E		X
Sound knowledge of National Curriculum	E		X
Knowledge of effective teaching and learning strategies and ability to demonstrate strategies to motivate and inspire	E	X	X
Ability to create & build effective working relationships with pupils, parents and the community	E	X	X
Demonstrate knowledge of safeguarding and child protection responsibilities	E	X	X
Knowledge of effective positive behaviour management techniques	E	X	X
Able to use ICT effectively	D	X	X
Personal Qualities			
Commitment to getting the best outcomes for all pupils	E	X	X
High expectations for children's attainment and progress	E		X
Ability to work under pressure and prioritise effectively	D		X
Show willingness to contribute to the whole school community, in and out of the classroom	E	X	X
Energetic and positive with new ideas	D	X	X
Displays warmth, care and sensitivity to pupils	E		X
Clear understanding and support for the ethos and values of our school	E	X	X
Ability to work harmoniously with the existing Boringdon Team	E		X
Values-based Behaviours			
Compassion:			

Recognising need in others and acting with positive intention to promote well-being and improve outcomes	E		X
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes	E		X
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	E		X
Integrity:			
Acting always in the interests of children and young people	E		X
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	E		X
Communicating with transparency and respect, creating a working environment based on trust and honesty	E		X
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skillfully influence and engage others	E		X
Further Requirements:			
Satisfactory written references & health report	E		X
Clear enhanced DBS check	E		X