



T.E.A.M EDUCATION TRUST

Willow Park School

JOB DESCRIPTION: Class Teacher KS2

Contract: Full-time
Pay Scale: MPS 1 – MPS 6 plus 1 SEN Point
Responsible to: Principal

The appointment is subject to the current conditions of employment for teachers contained in the current School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status as appears in the Teachers' Standards Framework (2012) and any other current applicable legislation. The post holder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school policies.

The School and TEAM Education Trust reserves the right to amend the job description at any time after consultation with the post holder.

Key Responsibilities

To teach in a mixed Key Stage 2 classroom, working with pupils of varying levels of need in a class where students are significantly below age-related expectations, teaching both core and non-core subjects in a supportive, close working environment in an SEMH setting. Planning and delivering lessons which are nurturing and tailored to the pupils' emotional ages, incorporating overlearning techniques to reinforce key concepts at a suitable pace. A carousel of activities should be employed to keep students engaged and cater to different learning styles. Strong behaviour management strategies are essential to create a structured and supportive environment, alongside effective use of teaching assistants to provide individualised and group support. Excellent communication skills are essential in order to liaise with pupils, staff, and parents.

The post holder will:

- Be an exceptional, creative practitioner who really wants to make a difference every day to the lives of vulnerable children in an SEMH setting.
- Experienced in teaching pupils who demonstrate challenging behaviours
- Ensure effective teaching of whole classes, groups, and individuals so that teaching objectives are met, whilst working with other adults in the room to provide targeted support.
- Plan the curriculum, with colleagues and other professionals where necessary, in line with school policy, to secure high quality learning for pupils. Ensuring clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and individual needs of pupils.
- Deliver the curriculum through a range of lessons designed to stimulate and motivate pupils' learning and meet individual targets / needs as set out in the EHCP.

- Lead, direct and supervise the class team ensuring that learning objectives are met through effective communication and planning.
- Work with the class team to ensure that they are involved in the planning of class activities and are aware of the class routine.
- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Promote high quality learning experiences with all pupils to maximise outcomes for all pupils.
- Working with colleagues and other professionals, assess pupils so that Education, Health and Care Plans can be appropriately updated, ensuring that each pupil receives a broad and balanced curriculum that meets their individual need and making sure that the whole class receive a balanced curriculum each week.
- Where appropriate work in collaboration with colleagues or professionals to plan, update and implement behaviour support plans and individual pupil risk assessments.
- Liaise as required with parents/carers/families; therapists; other schools; and outside agencies as necessary and directed by school policy or the Headteacher.
- Be familiar with all medication, making sure that it has been administered each day by the appointed person with responsibility for medication.
- Write Risk Assessments for activities either in school or out as required by school policy.
- Ensure that the classroom equipment provides a stimulating environment for all the pupils.
- Ensure that the classroom is tidy, defects are reported, displays are changed regularly, kept in good order and are relevant. At the end of each day the classroom is tidy to facilitate cleaning.
- Ensure high quality provision and the achievement of at least good Ofsted outcomes.
- Work in partnership with staff and other professionals to ensure all children are ready to transition to the next stage of their education.
- Attend meetings and prepare written evaluations and reports when required to do so.

Core Requirements of the post.

To work across school and to teach within the requirements as set out within the Teacher Standards Framework:

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Part One: Teaching

A Teacher must:

- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment
- Fulfil wider professional responsibilities

Part Two: Personal and Professional Conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities

Pupil Progress

- Demonstrate appropriate consistent progress for the majority of pupils, across all teaching areas
- Across all spectra of background, ability or behaviour
- That compares favourably with pupils in similar settings
- Have extensive and well-informed knowledge of assessment technique and arrangements for statutory procedures, where applicable
- Use performance data to monitor and evaluate pupils' progress and set appropriate objectives for benchmarked improvement
- Have up to date knowledge and understanding of qualification and specifications, and pupil applicability
- Liaise with appropriate agencies
- Report on progress to all stakeholders
- Engage parents in the drive to raise standards of attainment

Professional Practice

- To ensure a healthy culture of learning and support, observe and record pupils progress
- Maintain an extensive and up to date knowledge of good practice in teaching techniques
- Maintain and develop subject or specialism knowledge to enable effective teaching
- Present such knowledge to colleagues and monitor impact to improve whole school effectiveness
- Take account of wider curriculum developments
- Incorporate, where appropriate, national strategies in teaching.
- Apply wider professional knowledge to the learning needs of pupils
- Demonstrate awareness of pupils' learning needs
- Consistently use this knowledge to plan, teach and assess lessons in line with curriculum objectives in class and elsewhere.
- Clearly communicate learning objectives
- Understand and apply the principles of good classroom management

- Understand and apply a range of appropriate teaching strategies
- Maintain and encourage good behaviour in the classroom to strive for a calm and purposeful learning environment
- The role involves liaising and networking with other professionals, parents and carers, both informally and formally.

General Duties

- Engage as an active member of the school team.
- Be a flexible and supportive member of the team.
- Be willing to undertake professional development where appropriate.
- Engage and motivate pupils
- Improve the quality of pupils' learning
- Inspire trust and confidence in pupils and colleagues
- Build team commitment with colleagues and in the classroom
- Demonstrate analytical thinking.
- Demonstrate empathy with and an appreciation of the care needs of pupils.

Whole School Ethos

- Establish a safe and purposeful learning environment
- Initiate, contribute to, or respond in a timely manner with respect to child safeguarding procedures
- Provide advice and guidance to others on the development of practices leading to the well-being of pupils
- Support and encourage support staff participation through effective deployment and consultation
- Make effective use of all resources, including ICT and personnel
- Contributes towards the School's Vision and Values, particularly promoting the careers, enterprise and developing positive outcomes for all our learners
- Understands and works to the expectations set out within the Trust/school policies.
- Use the performance management process to drive school improvement through the raising of standards of teaching and learning
- Promote the wider aspirations of the school

Safeguarding and Child Protection

- To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures and safeguarding policy adopted by the school
- Has up to date knowledge of relevant legislation and guidance in relation to working with and the protection of young people.
- Displays commitment to the protection and safeguarding of young people.
- Values and respects the views and needs of young people.
- Is willing to work with organisational procedures and processes and to meet required standards for the role.
- Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children.

The postholder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or

omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school's policies.