



## Job Description: **EARLY CAREERS TEACHER**

<b>Job title:</b>	<b>TEACHER</b>	<b>Team:</b>	<b>TEACHING TEAM</b>
<b>Based at:</b>	 <b>THE WELLDON PARK ACADEMY</b>		
<b>Salary:</b>	Main Pay Scale (School Teachers' Pay and Conditions Document)		
<b>Line Manager:</b>	Year Team Leader / Phase Leader		
<b>Supervisory:</b>	Teaching Assistants within the class		
<b>Hours:</b>	On site 8am-4pm as a minimum standard plus any other reasonable hours as required. Directed hours 8.15am-3.45pm*		
<b>Contract:</b>	195 days a year		

### Essential Functions:

- To safeguard children in every interaction including a proactive approach to health and safety
- To work professionally with all adults, following the code of conduct at all times
- To consistently demonstrate and meet all Teacher Standards in line with trust expectations
- To work proactively and effectively in partnership with parents/carers, those in governance, other staff and external agencies in the best interests of children
- To support the academy and trust's vision and values
- To undertake any other duties as required by the academy or trust

All teachers are required to carry out the professional duties & responsibilities as set out in the current STPCD\*

### Teaching, Learning, Assessment:

- Implement the teaching handbook to deliver a sequential, progressive and inspiring curriculum
- Systematically refer to the curriculum objectives, then plan building on prior knowledge, teach, adapt, assess, deliver or direct interventions and plan again for every lesson for every subject taught
- Commit to the assessment procedures both formative and summative, meeting deadlines as required
- Consistently model the highest standards of spoken and written English, including cursive handwriting
- Demonstrate a commitment and love for reading for pleasure, as well as teaching including phonics
- Ensure every child receives timely, effective and purposeful feedback for every area of learning
- Demonstrate good subject and curriculum knowledge
- Use evidence-based approaches to inform best classroom practice
- Comply with the preparation for, and delivery of, any statutory assessments

### Behaviour, Safety, Attitudes and Personal Development:

- Be a positive role model, demonstrating positive attitudes
- Follow the trust policy for behavior, care and control and safeguarding, using the academy's recording system in a timely manner to inform SLT of possible safeguarding concerns
- Create a safe learning environment, where children feel inspired, excited, stimulated and purposeful
- Ensure a commitment to equality, diversity and inclusion is evident in the use of sanctions and rewards, supporting self-regulation and developing metacognition
- Comply with responsibilities linked to supervision, registration, safeguarding and transition times
- Raise any concerns you have about any child

### Support the Academy & Trust:

- ensure you always meet your statutory safeguarding and equality duties
- commit to professional development, fully engaging with every continuing professional development opportunity presented
- contribute to the development and implementation of all policies and procedures without exception
- attend and run/lead trips, events, clubs, parent association events and other opportunities as required, including where they may occur out of usual hours
- attend additional meetings and training as required
- develop and maintain effective relationships with all adult stakeholders, deploying staff respectfully
- go the extra mile to demonstrate a commitment to "children first"

*The Pegasus Partnership Trust is committed to safeguarding of children and expects all staff to demonstrate this commitment.*

Across our trust, all teachers contribute to developing and enhancing the curriculum offer we have for every child in our care, and to develop others to be excellent teachers and leaders.

**NEW TEACHERS**

**MPS1-3**

Focus on completion and embedding of the Early Career Framework; shadow a subject coordinator or leader

*This job description is not a contract of employment and will be reviewed and updated periodically in order to ensure that it relates to the job performed or to incorporate any proposed changes. This procedure will be conducted by the relevant manager or leader, and in consultation with the postholder. In these circumstances, it will be the aim to reach an agreement on reasonable changes, but if an agreement is not possible, management reserves the right to make changes to the job description following consultation. As a term of your employment, you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description. You may be required to work in academies across the trust.*

I confirm that I have read the job description and understand the requirements, essential functions and duties of the position.

Employee:

Date:

Manager:

Date:



# Person Specification: **EARLY CAREERS TEACHER**

**Job title:**

**TEACHER**

**Team:**

**Teaching Team**

**Based at:**



**PRIESTMEAD PRIMARY SCHOOL**



**THE WELLDON PARK ACADEMY**

For each point below, explain how you meet the person specification in your supporting statement (no more than two sides of A4 paper) and ensure your application form covers your qualifications and full employment history.

CRITERIA	Application	Assessment
<b>Education &amp; Training</b>		
1. Qualified Teacher Status	✓	
2. A degree at a 2:2 or higher	✓	
3. Evidence of Right to Work in the UK	✓	
<b>Experience</b>		
4. Recent experience in a primary educational setting including voluntary work	✓	
<b>Knowledge &amp; Understanding</b>		
5. Know statutory safeguarding and Keeping Children Safe in Education requirements	✓	✓
6. Know the SEN Code of Practice and how adults meet needs of children with SEND	✓	✓
7. Confident and competent digital/e-safety knowledge	✓	✓
8. Full knowledge of EYFS and National Curriculums and how a school curriculum is sequentially mapped out	✓	✓
9. Sound pedagogical understanding of effective teaching such as Rosenshine	✓	✓
<b>Skills and Qualities</b>		
10. Clear spoken and written english and the ability to communicate clearly	✓	✓
11. Use computing skills to type, upload, navigate, create and communicate	✓	✓
12. Be a positive, calm, people-focused person who can work effectively in a team	✓	✓
13. Be honest, be open to feedback, and committed to professional development	✓	✓