

JOB DESCRIPTION



JOB TITLE: Classroom Teacher

GRADE: MPS/UPS

RESPONSIBLE TO: Headteacher

JOB PURPOSE: To promote effective learning, appropriate achievement and educational, social and personal progress of all pupils for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual.

To provide professional leadership and management for a class to secure innovative learning, high quality teaching, effective use of resources and improved standards of learning and achievement for all pupils. Provide professional leadership in a designated area of the curriculum

The appointment is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

RESPONSIBILITIES AND KEY TASKS

Planning, Teaching and Class Management

Teach allocated pupils by planning their teaching to ensure good progression in learning for all pupils through:

- ensuring a stimulating and engaging environment which reflects the needs of the class as learners
- identifying clear learning objectives and specifying how they will be taught and assessed
- setting tasks which inspire and challenge pupils and ensure high levels of interest and achievement
- setting appropriate and demanding expectations
- setting clear targets, building on prior attainment
- identifying and meet the needs of SEN or very able pupils;
- provide clear structures for lessons maintaining pace, motivation and challenge;
- make effective use of assessment and ensure coverage of programmes of study;
- ensure good learning through the effective teaching and best use of available time;
- monitor and intervene to ensure sound learning and discipline
- ensure the safety, protection and wellbeing of pupils at all times

Use a variety of teaching methods to:

- match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
- use effective questioning, listen carefully to pupils, give attention to errors and misconceptions

	<ul style="list-style-type: none"> • select appropriate learning resources and develop study skills through library, I.C.T. and other sources; • ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught; • evaluate their own teaching critically to improve effectiveness;
Monitoring, Assessment, Recording and Reporting	<ul style="list-style-type: none"> • Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching; • Mark and monitor pupils' work and set targets for progress; • Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving; • Prepare and present informative reports to parents.
Subject Management	<p>To provide a lead in a designated curriculum area through establishing an overview of strengths and weaknesses in standards and provision in the subject including:-</p> <ul style="list-style-type: none"> • Advice, support and guidance to staff to ensure that pupils make good progress and area motivated to learn in the subject • Review resources to ensure the efficient and effective delivery of the agreed and planned curriculum • Monitor and evaluate provision and standards providing clear feedback to colleagues and the Leadership team
Safeguarding and Promoting the Welfare of Children/Young People	<ul style="list-style-type: none"> • Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate • This STAR MAT is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.
Health & Safety	<ul style="list-style-type: none"> • Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure. • To work with colleagues and others to maintain health, safety and welfare within the working environment.
Data Protection	<ul style="list-style-type: none"> • Know about data protection issues in the context of your role. • To comply with the STAR MAT's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality

Equalities	<ul style="list-style-type: none"> • Within own area of responsibility work in accordance with the aims of the Equality policy, treating people with respect for their diversity, culture and values • The STAR MAT is committed to equality and to making fair and equitable treatment an integral part of everything we do. The Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS check and pre-employment checks will be undertaken before an appointment is confirmed.
Customer Service	<ul style="list-style-type: none"> • The STAR MAT requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment • The STAR MAT requires that staff offer the best level of service to their stakeholders and behave in a way that gives them confidence. Stakeholders will be treated as individuals, with respect for their diversity, culture and values

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Whilst this job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and ethos.

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

PERSON SPECIFICATION FOR

Classroom Teacher



Essential upon appointment	Desirable on appointment
Knowledge	
<ul style="list-style-type: none">• Knowledge of current educational practice• Understanding of current research into teaching and learning, and can demonstrate how this has been used in the classroom• Ability to communicate effectively in a variety of situations• Commitment to work as part of a team• A commitment to whole school improvement	<ul style="list-style-type: none">• Experience teaching phonics scheme in the appropriate age group• Experience using Maths programmes
Qualifications & Experience	
<ul style="list-style-type: none">• Qualified primary teacher, with a proven track record of good or better teaching• To have a clear understanding of the National Curriculum and its application• Excellent classroom practitioner with the ability to teach the primary curriculum effectively• Understanding of the importance of the planning, delivery, assessment cycle• Teaching experience, demonstrating a variety of approaches to teaching and learning• Experience of working with pupils with additional educational needs and demonstrate an ability to ensure inclusion	<ul style="list-style-type: none">• Recent relevant training• A subject specialism• Knowledge or understanding of strategies to support children with SEN
Classroom Management	
<ul style="list-style-type: none">• Demonstrate successful behaviour management, insisting on high standards and expectations of children• Well organised and managed classroom	<ul style="list-style-type: none">• Knowledge or understanding of the Thrive approach

<ul style="list-style-type: none"> • A creative and engaging learning environment, which is purposeful and children's work is well displayed • Work planned to a high standard and regular assessment of children's achievements carried out • Play an active role in the safeguarding of all children and contribute to child protection practice, as required 	
Personal Qualities	
<ul style="list-style-type: none"> • Enthusiasm for teaching and child development • Flexible, able to cope with change • Inspire trust and confidence and motivate all children to the best ability • Enthusiasm, displays drive and energy to achieve results • Ability to use initiative and take responsibility for own professional development • Desire to see children succeed, displays warmth, care and sensitivity when dealing with children • Excellent communication and interpersonal skills • Make a positive contribution to the wider life and ethos of the school 	<ul style="list-style-type: none"> • Good and appropriate sense of humour
Other Requirements	
<ul style="list-style-type: none"> • Enhanced DBS Clearance • To be committed to Continuing Professional Development • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Ability to use authority and maintain discipline • An empathy for equality & diversity • The ability to converse at ease with stakeholders and provide advice in accurate spoken English is essential for the post 	