

Job Title: Classroom Teacher

Job Description:

In addition to the Conditions of Employment for teachers laid down in Part the School Teachers' Pay and Conditions document 2008, to provide strategic leadership and hold accountability for standards achieved within a given phase and quality order to:

- Secure high-quality teaching and learning, effective resources and improved achievement for all children.
- Ensure that teaching is organised to meet the aims and objectives of the teaching and learning policy.
- To demonstrate a consistently high standard of classroom management and practice and teach within the framework of the school policies and guidelines paying particular attention to equal opportunities and behaviour management.

Reports to: Headteacher in all matters

Responsible for: The class team that you are allocated e.g. Senior Teaching Assistants, Learning Supports, Assistants, Lunchtime Learning Support Assistants.

Pay Scale: Current Salary, plus 1 SEN Point

Overall Job Purpose:

- Consistently and continuously raise achievements and standards.
- Ensure all children access outstanding provision
- Secure effective partnerships with parents and the community

Principal Duties and Responsibilities

Professional Knowledge and Understanding

- Remain up to date with developments within the school.
- Have the skills and attributes of: Personal impact, adaptability, enthusiasm, integrity and commitment.

Securing Accountability

- Develop a collaborative ethos which enables everyone to work to achieve common goals.
 - Ensure individual team accountabilities are clearly defined, understood and agreed. This includes planning, observing, reporting and assessment.
 - Ensure every child has access to high quality teaching and learning.
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Key Accountabilities

- Creating the future of Rowan Wood School.
- Working with the Governors and the Leadership Team to promote the vision, values of the school to pupils, staff, Governors, parents and the wider community.
- To comply with and actively implement Children's Services and school policies regarding Health and Safety, Equal Opportunities, and Safeguarding.
- Motivate others to work together well as a team in the best interest of children and families.

Teaching and Learning

- Drive a continuous and consistent focus on pupils' achievement, using school assessment systems to monitor progress. This includes leading team meetings and moderation of standards.
- Establish creative, responsive and effective approaches to teaching.
- Monitor, evaluate and review the effectiveness of teaching.
- Create a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Manage and organise the learning environment within the classroom to ensure it reflects the school's high standards.
- Manage budgets to support the achievement of outstanding provision.
- Use and integrate a range of technologies effectively and efficiently.

Developing and Working with Others

- Promote and maintain a culture of high expectations for self and others.
- Ensure effective planning, allocation, support and evaluation of work of teams and individuals.
- Regularly review own practice, set personal targets and take responsibility for own development, seeking advice and support from other leaders.

Strengthening Community

- Work with Governors and the Leadership team to strengthen and develop the ethos of the school, allowing this to influence and shape all areas of the school's work.
 - Ensure that planning is child centred and considers the diversity of individual children teaching and learning.
 - Create and maintain effective partnerships with parents to support and improve pupils' achievements and personal development.
 - Develop effective links with the community to extend the curriculum, enhance teaching and broaden learning opportunities.
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- Deliver a daily act of collective worship.
- Maintain effective relationships and communications which underpin a professional learning community that enables everyone in the school to achieve.

Health and Safety

- Ensuring the safety of all staff and pupils within class team by monitoring risk assessments, planned trips and visits and any school activities with a risk potential. This includes ensuring all staff within class team are aware of potential risk factors and school procedures for managing risk effectively.

UPS

- Teachers who have met the threshold standards and who are paid on the upper pay scale are expected to play a significant role in the life of the school; providing a role model for teaching and learning; making a distinctive contribution to the raising of pupil standards and contributing to the work of the wider team. They should take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve children's learning.

General Duties

- To have due regard to the provisions of Health and Safety at work legislation
- To have due regard to the Trust's Equal Opportunities Policy
- To be aware of the confidential issues regarding this post including adhering to GDPR requirements.
- To undertake any other duties that are within the grade and scope of the post, as determined by the Headteacher.
- To undertake annual mandatory and statutory training as directed by the Trust or School.

Developing Self and Working with Others

- Promote and maintain a culture of high expectations for self and others
- Regularly review own practice, set personal targets and take responsibility for own development, seeking advice and support from relevant colleagues

Scope:

This job description needs to be considered in the context of a developing and evolving situation and, therefore, responsibilities described here may be adapted to meet changing needs.

Safeguarding:

Compass Eko Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Employees are expected to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Trust.

Person Specification

Criteria	Essential	Desirable	How tested
Qualification	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Relevant SEN qualifications / training. 	<ul style="list-style-type: none"> Application Form / Certificates
Experience	<ul style="list-style-type: none"> Experience of working with children with Autism/SLD across the 3-11 age range. Awareness/experience of using a range of teaching strategies designed to meet educational needs of children with Autism/SLD. 		Application / Interview
Knowledge and Skills	<ul style="list-style-type: none"> Ability to establish an appropriate, positive class ethos and learning environment which promote good relationships and high pupil. achievement/standards of behaviour A skilled classroom practitioner with the ability to meet planning, recording and reporting requirements for individuals, small groups and the whole class. 		Observation / Interview Application / Interview

	<ul style="list-style-type: none"> • Understanding of the national curriculum and curricula appropriate for a range of pupils with Autism / SLD / Complex Needs, especially those working at the lower p levels. • Understanding of appropriate assessment, planning, recording and reporting strategies – particularly in relation to pupils with Autism/SLD/Complex Needs. • Ability to work in a multi-disciplinary setting. • Emotional resilience and ability to motivate, manage and encourage pupils. • Ability to communicate effectively orally and in writing with children, colleagues, parents and other professionals. • Ability to plan for and manage a team of support staff. • Effective organisational skills. • Ability to participate in curriculum development work • Good ICT skills and able to use learning technology to promote 		<p>Application / Interview</p> <p>Observation / Interview</p> <p>Application / Interview</p> <p>Application / Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application / Interview</p> <p>Interview</p>
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	<p>children's independence, communication and learning.</p> <ul style="list-style-type: none"> • Understanding of health and safety issues. 		
Equal Opportunities	<ul style="list-style-type: none"> • Commitment to the Council's Equal Opportunities Policy and acceptance of responsibility for its practical applications. • Ability to manage and develop children and staff within the framework of Equal Opportunities. 		Interview
Safeguarding and Promoting Welfare of Children	<ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries with children and young people, colleagues and parents 		Interview
Personal attributes	<ul style="list-style-type: none"> • Punctual, dependable and trustworthy • Is proactive and actively seeks solutions • Discreet, tactful and able to maintain confidentiality • Patient, courteous and positive 		

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