



**Title – Cover Teacher**

**Reports To** - Headteacher

**Location** - Waterside Academy

**Grade** - Teachers' Main Pay Scale

**1. JOB OUTLINE**

**a. PURPOSE OF THE ROLE**

To deliver high-quality teaching and learning to pupils who are assigned to the post-holder. To support those pupils in achieving 'good' outcomes overtime, that prepare them well for the next stage of their education.

**b. DUTIES**

All teachers work within the statutory conditions of employment set out in the current School Teachers' Pay and Conditions Document. The duties listed below are not, therefore, an exhaustive list of what is required.

- To be responsible for the quality of teaching and learning of all pupils who are assigned to the post-holder
- Follow school policies and procedures with fidelity
- Supervise and support the work of any support staff
- Support other teachers, who are assigned to work with the post-holder's pupils
- Provide leadership, across the school, in a designated subject or curriculum area if not an ECT, this is to include:  
Monitoring quality and standards  
Improving pupil outcomes overtime
- Contribute to school planning and self-evaluation
- Provide professional support to other teachers and support staff
- Support the Headteacher on selecting appropriate curriculum resources and materials
- Leading appropriate professional development for others
- Other duties, suitable for the role, directed by the Headteacher

**c. EQUALITIES**

Be aware of and support difference and ensure that pupils have equality of access to opportunities to learn and develop

**d. HEALTH AND SAFETY**

Be aware of and comply with policies and procedures relating to child protection; health and safety; security; confidentiality; data protection. Report all concerns to an appropriate person.

**e. DISCLOSURES AND BARRING SERVICE (DBS)**

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Disclosures and Barring Service (DBS) as part of Agora Learning Partnership's pre-





employment checks. Please note that additional information referring to the Disclosures and Barring Service (DBS) is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

#### f. **ADDITIONAL INFORMATION**

The jobholder is required to contribute to and support the overall aims and ethos of the school. All staff are required to participate in training and other learning activities, and in performance management and development as required by the schools' policies and practices.

#### 2. **SUPERVISION**

The Headteacher manages the jobholder. The school's performance management policies and practice determine the frequency of meetings. No line management of staff.

#### 3. **JOB CONTEXT**

The school welcomes teachers of a high professional standard and shares the responsibility, with each teacher, for continual review and the development of expertise. All teachers make a valuable contribution to the school's development and, therefore, to the progress of all pupils. All teachers, except those who are newly qualified, will have a 'lead responsibility' for a curriculum area across the whole school and will be supported in that role by their line manager.

#### 4. **CONTACTS**

The jobholder works with teachers, teaching assistants and pupils and is likely to have planned contact with parents or carers.

#### 5. **KNOWLEDGE, EXPERIENCE AND TRAINING**

- Qualified Teacher Status
- A good honours degree in a relevant subject
- Demonstrate consistently good or outstanding classroom practice, including confident use of ICT
- Effective provision for the individual needs of all children
- Experience of using strategies to raise standards and improve the learning & achievement of all children, including those with additional needs/SEND and more able
- Effective strategies for assessment and planning, including Assessment for Learning (AfL)
- An up-to-date understanding of the National Curriculum and current educational issues including the requirements from the Ofsted framework
- Current knowledge of Child Protection & Safeguarding policies/procedures
- Ability to work effectively within a team of staff, governors and the MAT
- Ability to carry out the instructions of senior leaders
- Feedback friendly
- Ability to establish, develop and maintain positive working relationships with parents, governors and the community
- Ability to create a happy, challenging and effective learning environment





#### **6. PHYSICAL EFFORT**

The role may require lifting of some school resources and children after a fall or accident.

#### **7. WORKING ENVIRONMENT**

The job may include clearing up blood or other bodily fluids of children after accident or sudden illness.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.



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