

PURPOSE OF ROLE

- Be responsible for the learning and achievement of pupils, ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within the statutory frameworks which set out the professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards
- Take responsibility for promoting and safeguarding the welfare of children and young people within the Academy and Trust

Line Manager: Subject Leader

KEY ACCOUNTABILITIES (and specific duties/ responsibilities)

To carry out the duties of a Classroom Teacher in accordance with the School Teachers Pay and Conditions Document, Teacher Standards and individual Academy/Trust processes and procedures.

- To support the drive for improved standards of teaching and learning within the curriculum area
- To provide and develop high-quality professional development within the curriculum area in terms of pedagogy
- To be a source of inspiration for innovation and creativity within the curriculum area
- To work with the wider teaching & learning team to develop excellent teaching and learning across the wider academy
- To plan prepare and facilitate excellent lessons, with a clear learning objective, using a range of teaching styles and resources appropriate to the subject matter and students being taught
- To be responsible for the behaviour and well-being of students
- To regularly assess the progress of students, intervening where necessary to promote maximum achievement
- To set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior attainment
- To provide regular feedback to students and ensure that all students are clear about how to improve their learning
- To create a positive climate for learning within the classroom/learning environment
- To act as a coach to a group of students within the Guild structure
- To set high expectations for student behaviour, establishing and maintaining a good standard of discipline based upon Co-operative values
- To differentiate lessons so that all students can access learning appropriately
- To identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs)
- To prepare and present informative reports to parents in line with the Academy's reporting policy
- To provide opportunities to develop students' understanding by relating their learning to real and work-related examples
- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in subjects taught

- To share responsibility for the implementation of Academy policies and practices
- To be an excellent role model to students in terms of presentation and personal conduct
- To evaluate own teaching critically and use this to improve effectiveness
- To use new technologies as part of pedagogy of teaching
- To work together collectively with other staff in the Academy in a professional manner
- To contribute to the smooth operation of the Academy through the duty system
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Co-operate with the employer on all issues to do with Health, Safety and Welfare

The above list is not exhaustive or exclusive. The role requires the post holder to be professional, cooperative and flexible in line with business needs of the Academy and Trust; and

The post holder is required to undertake additional such duties as may be reasonably be expected within the scope and grading for the post.

The duties outlined in this Job Description may be modified by the Principal to reflect or anticipate changes in the job, commensurate with the scope and grading of the post.

Teacher

Person Specification

Attribute	Description	Essential	Desirable	How measured Application form (A) Interview (I) References (R) Qualifications (Q)
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	X		
	<ul style="list-style-type: none"> Evidence of continuing and recent professional development relevant to the post 		X	A, R, Q
Experience	<ul style="list-style-type: none"> Experience of promoting positive behaviour conducive to learning and which is focused on raising standards 	X		
	<ul style="list-style-type: none"> Teaching in an inner city school 		X	A, I, R
	<ul style="list-style-type: none"> Teaching in the relevant key stage and year group 		X	
	<ul style="list-style-type: none"> Teaching in classes with high number of children with SEN and EAL needs 		X	
	<ul style="list-style-type: none"> Knowledge and understanding of current theory and best practice in learning and teaching 	X		
	<ul style="list-style-type: none"> Understanding of a diverse range of teaching and learning styles and techniques 	X		
	<ul style="list-style-type: none"> The theory and practice of providing effectively for the individual needs of all children 	X		
	<ul style="list-style-type: none"> Statutory National Curriculum requirements at the appropriate key stage 	X		
	<ul style="list-style-type: none"> The monitoring assessment, recording and reporting of pupils' progress 	X		I, R
	<ul style="list-style-type: none"> The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection 	X		
Professional Knowledge and understanding	<ul style="list-style-type: none"> Good understanding of effective procedures for managing and promoting positive behaviour among pupils 	X		
	<ul style="list-style-type: none"> The positive links necessary within school and with all its stakeholders; 	X		

Skills and attributes

- Effective teaching and learning styles X
- Good working knowledge of the primary curriculum X
- Develop good personal relationships within a team X
- Establish and develop close relationships with parents, governors and the community X
- Communicate effectively (both orally and in writing) to a variety of audiences X
- Create a happy, challenging and effective learning environment X
- ICT skills X
- Ability to create a happy, challenging and effective learning environment X
- Insistence on high standards and expectations of children X

I, R

Classroom Management

- Well organised and managed classroom where children are independent X
- A creative and exciting learning environment, where children's work is well displayed X
- Work planned to a high standard and regular assessment of children's achievements carried out X
- Approachable X

I, R

Personal Characteristics

- Committed X
- Empathetic X
- Enthusiastic X
- Organised X
- Patient X
- Resourceful X

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