

**SKERNE PARK ACADEMY
JOB DESCRIPTION**

POST TITLE:

TEACHER

GRADE:

This post is paid on Main Professional Scale/Upper Pay Scale in accordance with the current National Teachers Pay and Conditions

The post holder is expected to have met and to maintain the National Teacher Standards.

REPORTING RELATIONSHIP:

To the Headteacher

Each **class teacher** is responsible for carrying out the duties of a teacher as set out in the current copy of The School Teachers' Pay and Conditions Document. This job description may be modified by the Headteacher, with agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. Specific duties of a teacher are detailed below:

MAIN DUTIES/RESPONSIBILITIES

1. To have a commitment to the agreed whole school vision and values as published in the school prospectus. To positively promote and contribute to the team ethos of the school.
2. To plan, prepare and implement an appropriate programme of work for the children which:
 - takes account of each child's individual needs through differentiation of expectations/task.
 - considers the needs of the child in all aspects of development.
 - fulfils the National Curriculum requirements.
 - is in line with whole school policies.
 - motivates the children to learn independence and self confidence.
 - have an awareness of decisions made by the Government, LA, Governing Body and Support Agencies.
 - has a commitment to first hand experience/curriculum enrichment and the celebration of children's contributions.
3. To assess and evaluate the children's work and provide pupil profiles/records of achievement which:
 - are in line with the National Curriculum requirements.
 - enable the tracking and monitoring of progress and inform the setting of annual targets.
 - form the basis of professional dialogue with: Colleagues; Parents; Support Agencies; Link Schools etc.
 - are filed and available (on request) to parents.
4. To ensure that all the children within the class have equal access to the experiences and opportunities provided.
5. To take an active part in meetings/working groups relevant to the age range that you are teaching.
6. To actively promote and implement whole school policies.
7. To have high expectations of the children in work, attitude and behaviour.

8. To have pastoral care of the teaching group, within the school ethos, by:
 - being a good role model for the children in all personal qualities.
 - fostering the positive self-image of each child through praise and encouragement.
 - respecting each child and ensuring that the child through praise and encouragement.
9. To alert the Lead Practitioner to a cause for concern, who will in turn liaise with the Headteacher.
10. To continue personal and professional development.
11. This post has a high level of contact with, and responsibility for, children.
12. To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
13. Any other tasks as may be reasonably requested by the Headteacher from time to time.
14. To carry out your duties with full regard to the school's Equality Policy and Race Equality Scheme.
15. To comply with Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST POLICIES, INCLUDING THE NO SMOKING POLICY.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY ENHANCED DISCLOSURE BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED.

Hummersknott Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION – CLASSROOM TEACHER

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status	AF/C			
	E2	Degree or equivalent	AF/C			
Experience & Knowledge	E3	Experience of teaching in the primary phase	AF/I/R	D1	The ability to teach music	AF/R/I
	E4	An expectation that the candidate teaches at an outstanding level, or if the candidate will be entering their NQT year that they have completed their QTS at a consistently outstanding level.	AF/I/R			
	E5	Understanding of the national curriculum and how to plan effectively from this.	AF/I/R			
	E6	Understanding of what excellent differentiation is and to have an understanding of how to rapidly close the gap in children’s knowledge.	AF/I/R			
	E7	A clear vision and understanding of the needs of Primary pupils including special needs	AF/I/R			
	E8	Experience of working successfully and co-operatively as a member of a team in a school	AF/I/R			
Professional Development	E9	Attendance at recent and relevant training	AF/I/R			
	E10	An active interest in staff development and willing to fully participate.	AF/I/R			
Skills / Knowledge & Understanding	E11	A range of effective teaching and assessment methods	AF/I/R			
	E12	Strategies to raise pupil achievement and attainment	AF/I/R			
	E13	Strategies to close the gap in attainment for vulnerable groups	AF/I/R			
	E14	Evidence of a good working knowledge of the national curriculum	AF/I/R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E15	Significant understanding of safeguarding and child protection with experience of working with outside agencies	AF /I/R			
Personal Qualities	E14	A willingness to embrace the school vision and values and all that it stands for	AF/I/R			
	E15	High level of communication skills	I/R			
	E16	Demonstrate an understanding of developing positive relationships with pupils and staff, parents and governors.	AF/I/R			
	E17	A willingness to be observed and take part in book moderations which lead towards the whole school improvement plan.	AF/I/R			
	E18	A passion for the education of children no matter what their background and burning desire to make a difference!	AF/I/R			
	E19	To demonstrate an understanding of how to build effective relationships with hard to reach stakeholders.	AF/I/R			
	E20	A commitment to following school policies and methods of working.	AF/I/R			
	E21	Resilience and optimism	AF/I/R			

Key – Stage identified	
AF	Application Form
C	Certificates
T	Tests
P	Presentation
I	Interview
R	References
D	Disclosure

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references.