

Person Specification

Post Title: Classroom Teacher

School: The Parkgate Academy	Name of Applicant:
Name of Assessor/s:	Date:

CATEGORY	Essential	Desirable	Evidence (Interview & Application)
Qualifications <ul style="list-style-type: none"> To have completed recognised initial teacher training course leading to Qualified Teacher Status prior to commencement in post; To have trained, or being trained for the appropriate age group; A degree or equivalent qualification; Evidence of in service professional development. 	✓ ✓ ✓	 ✓	Application Application Application Application
Professional Values, Practice & Experience <ul style="list-style-type: none"> Effective communication skills to develop the partnership with pupils, parents/carers and colleagues; Awareness of the school environment, including links with the local community; Awareness of the professional values and behaviour expected of teachers; Commitment to professional development using targets agreed during induction; Have a commitment to robust Safeguarding Procedures. 	✓ ✓ ✓ ✓	 ✓	A & I A & I A & I A & I A & I

CATEGORY	Essential	Desirable	Evidence (Interview & Application)
<p>Knowledge and Understanding</p> <ul style="list-style-type: none"> A thorough knowledge and understanding of the National Curriculum Experience of using technology effectively both in curriculum planning and teaching; Understanding of your responsibilities under the SEND Code of Practice & Safeguarding Procedures; Knowledge and experience of developing a purposeful learning environment; Respect for pupils' social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning; Commitment to equal opportunities and inclusion. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	<p>A & I</p> <p>A & I</p> <p>Application</p> <p>A & I</p> <p>Application</p> <p>A & I</p>
<p>Planning, Expectations and Targets</p> <ul style="list-style-type: none"> Knowledge and experience of applying a framework of curriculum planning which: <ul style="list-style-type: none"> - Includes long and short term plans; - Requires learning objectives and success criteria to be identified for classes, groups and individuals; - Enables monitoring, assessment and recording of pupils' progress. Understands the role of Target Setting in improving rates of progress and raising attainment; Know and use local and national statistics to evaluate the effectiveness of teaching; Understanding the role of other professionals in maximising pupils' learning; 	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>

CATEGORY	Essential	Desirable	Evidence (Interview & Application)
Teaching and Class Management <ul style="list-style-type: none"> Organisational and time management skills to enable effective teaching of whole class, groups and individual pupils; Knowledge and experience of interactive teaching methods and collaborative group work, which enable pupils to take responsibility for their own learning; Experience of enabling pupils with different learning needs and of varying abilities to maximise their learning through provision of differentiated activities; Awareness of equality issues, including maximising opportunities to explore and promote equality and raise awareness of diversity through teaching and learning; A thorough knowledge of a range of behaviour management strategies and how to implement them effectively in line with agreed school behaviour policy. 	✓ ✓ ✓ ✓	✓	Interview Application Interview Application Interview
Work-related Personal Requirements <ul style="list-style-type: none"> Suitability to work with children 	✓		Application
School Specific <ul style="list-style-type: none"> A thorough understanding of the core subjects (Mathematics & English) and the delivery of these to ensure maximum pupil attainment and progression. 	✓		Interview



Person Specification Post Title: Classroom Teacher

School: The Parkgate Academy	Name of Applicant:
Post Title:	Date:

CATEGORY/ITEM	ESSENTIAL	DESIRABLE	NOTES
Qualifications <ul style="list-style-type: none"> - Qualifications specific to the role - Well written application 	✓		
Experience Education and Training <ul style="list-style-type: none"> - At least a good level of general education & relevant training - Experience of working with groups of pupils and individuals to secure good progress - Proven track record (where applicable) 	✓		
Knowledge and understanding <ul style="list-style-type: none"> - A good understanding of how to get the very best out of all children relevant to career stage - Evidence of educational research - Behaviour & classroom management 	✓		
Skills/Aptitudes <ul style="list-style-type: none"> - Ability to Teach Like a Pro (strive for excellence, receive & act upon feedback, be responsive to parents, conduct & develop a stimulating learning environment) 		✓	
Personal Attributes <ul style="list-style-type: none"> - Trust Values (Team player, Work Ethic, Positivity & Ambition) 		✓	
Specific requirements <ul style="list-style-type: none"> - Suitability to work with children (safeguarding) - ADD additional requirements according to specific job role 	✓		

JOB DESCRIPTION – CLASSROOM TEACHER

School: The Parkgate Academy	Pay Range: Main Scale
------------------------------	-----------------------

Job Purpose

To carry out the professional duties of a teacher as circumstances may require and in accordance with the academy's policies under the direction of the Principal.

Areas of Responsibility and Key Tasks

Planning, Teaching and Class Management

Ensure quality first teaching every day so that all lessons are 'good or better' by adopting and understanding The Forge Trust's approach to teaching and learning (Towards Effective Learning) by:

- identify clear learning objectives and success criteria for each lesson;
- setting tasks which challenge pupils and ensure high levels of interest;
- setting appropriate and demanding expectations;
- setting clear personalised targets, building on prior attainment;
- identifying SEND or academically more able (AMA) pupils;
- identify assessment opportunities when planning, and ensure curriculum coverage;
- manage time effectively;
- maintaining discipline in accordance with the academy's procedures;
- encouraging good practice with regard to punctuality and behaviour;
- use a variety of teaching methods, and vary teaching approach accordingly;
- ensure pupils acquire and consolidate knowledge, skills and understanding;
- evaluate own teaching critically to improve effectiveness;
- ensure effective and efficient deployment of classroom support;
- provide good models (WAGOLL) and effective demonstrations in lessons;
- encourage pupils to think and talk about their learning;
- encourage pupils to develop self- control, perseverance and independence;
- develop pupils speaking and listening skills;
- providing clear structures for lessons maintaining pace, motivation and challenge.

Monitoring, Assessment, Recording, Reporting

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- encourage pupils to self and peer assess and further each other's learning;
- mark and monitor pupils' work and review targets for progress;
- assess and record pupils' progress systematically and keep records of pupil data;
- follow the trust's marking and feedback policy;
- undertake assessment of students as requested by examination bodies, departmental and academy/trust procedures;

- prepare and present informative reports to parents.

Curriculum Development

- have lead responsibility for a subject or aspect of the academy's work and develop plans which identify clear targets and success criteria for its development and / or maintenance;
- contribute to the wider life of the whole academy.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post 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.

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed by The Forge Trust annually.

