

Person Specification
Teachers and Support Staff

Role:	Class Teacher	
	Essential Requirements	How Identified
Qualifications	A good honours degree or equivalent in relevant subject. Qualified Teacher Status. GCSE English & Maths	Application
Experience	Experience of effective teaching. Experience of children with SEND. Experience of working with parents. Experience of pastoral care with pupils. Knowledge and understanding of what constitutes effective teaching and learning.	Application References Interview
Training	Appropriate recent INSET relating to Professional Development. Good ICT skills. Awareness of Multi Academy Trusts and Teaching Schools.	Application Interview
Knowledge, Skills and Ability	Know what makes an outstanding teacher. Ability to meet the needs of vulnerable learners (including pupil premium and SEN pupils) and how to deliver these appropriately. Ability to manage behaviour to a very high standard and promote an excellent attitude to learning. A passion for motivating children to have high aspirations and take pride in all they do. Use data to move learning and teaching forward. Know how to use the classroom to facilitate child-led learning.	Application Interview
Personal Circumstances	Must be legally entitled to work in the UK (Asylum & Immigration Act 1996). Must have the ability to be flexible and work to the requirements of a busy school. Interest in the school's wider role in the community.	Application Interview
Disposition and Attitude	A passion for education and a deep-felt desire to make a difference for young people. To like young people and be liked by them. To possess educational vision underpinned by values. To operate in line with the seven principles of public life of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know'. Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of other's sensitivities; to have personal pride and lead by example. Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself. Understand the importance of work/ life balance. Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism.	Application Interview References

	Desire for significant professional development	
Physical	Resilient. Excellent attendance and punctuality.	References Interview
Equality	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.	Application Interview

Role:	Class Teacher
School:	Beckfoot Priestthorpe Primary School
Salary/Grade:	MPS
Reporting to:	Headteacher/SLT

Core Purpose of the Post:

Our aim is to establish a family of Trust schools that create 'remarkable learning environments' and outcomes for learners that place them within the top 20% of similar schools. The priorities in principle for this job are to: Undertake the duties outlined in the conditions of employment as described in the current School Teachers Pay and Conditions document and Teachers' Standards. Be a teacher within the Primary age range working collaboratively with other members of staff in the provision of a quality curriculum which meets the educational needs of all pupils in the school.

Main Duties and responsibilities:

Teaching

- Teach children within the Primary age range in the role of class teacher.
- Carry out teaching of allocated class to achieve specific curriculum objectives, consistent with the aptitudes and abilities of the pupils.
- Promote the development of language skills, including for pupils with English as an additional language.
- Aim to achieve the highest possible teaching standards.
- Liaise with parents and encourage their involvement.

Planning and Preparation

- Work within the curriculum policies of the school, following the National Curriculum, bearing in mind the cultural, religious and social backgrounds of the children.
- Develop and implement teaching sequences to meet the learning needs of all pupils in accordance with National Curriculum and the overall aim and curriculum policies of the school.

Assessment and record keeping

- Carry out recording and monitoring of pupils' achievement and the maintenance of records as required.
- Assess pupils' performance by discussion and observation and ensure that progress is monitored.
- Set challenging but achievable targets on a regular basis.
- Record pupils' achievements and progress.
 - As ongoing formative records of achievement
 - As records at each year end or upon transfer to another school
 - Provide at each year end a written report to parents summarising achievement in all areas of learning.

Classroom Learning Environment

- Maintain a well organised, stimulating provision led classroom which promotes learning through practical approaches and interactive displays.
- Maintain a good educational ethos including the storage, display and use of teaching materials/resources/books relating to the class and curriculum responsibilities.

Supervision and range of decision making:

- You will be expected to make decisions autonomously and exercise considerable initiative in performing delegated duties, dealing with all complex issues as and when arises; including those outside of established policies and procedures.

- You will ensure probity, propriety and adherence to the Nolan Principles both in your personal conduct and throughout the Trust.

Communications and working with others:

School Development

- Be involved in the ongoing development of the school and its curriculum.
- As a member of the teaching team, contribute effectively to the development of school policy and the identification of priorities for school improvement.
- Actively participate in staff meetings to make an effective contribution to school policies and whole school improvement.
- Collaborate with colleagues in school and across the Trust in the preparation and development of teaching and learning resources to ensure consistency, continuity and progression.

Public Relations

- Share responsibility for promoting the school to parents and the community.
- Liaise with parents to involve them in supporting their child's learning.
- Foster relationships with individuals, groups and organisations in the community as appropriate.

Pastoral Care

- Promote the general progress and welfare of the pupils to ensure that their educational and social needs are being met.
- Maintain class and school ethos and discipline among pupils.
- Safeguard their health and safety in accordance with agreed policies, standards and procedures.

The class teacher will always:

- Put 'Pupils First' in everything they do.
- Be flexible in order to meet the constantly changing demands of the role.
- Be positive at all times, be honest and know the staff and pupils.
- Model what they expect to see from others.
- Contribute actively to the strategic development of the School and Trust.
- Be a genuine team player.
- Be a learner: listen to others and keep up to date with educational development, strategy and thinking.
- Show commitment to the rigorous continuous improvement of the school.

Resources:

- Operate relevant equipment/complex ICT packages.
- Manage and maintain storage of files, stock and supplies within an agreed budget, cataloguing resources and undertaking audits as required.
- Provide general advice and guidance to staff, students and others.

Professional development:

- To participate in and organise extracurricular activities, such as outings, social activities and sporting events; including a willingness to participate in occasional overnight visits.
- To under-go regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD).

Other Considerations:

- To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Child Protection Coordinator or the Headteacher.

<ul style="list-style-type: none"> • To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files. • Accept and commit to the principles underlying the Schools Equal Rights policies and practices. • Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act. • Must be legally entitled to work in the UK. 	
<p>Safeguarding: No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required).</p>	
<p>Intermediate Fluency Duty required: In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard. For this role the post holder is required to meet the Intermediate Threshold Level. The post holder should demonstrate: They can express themselves fluently and spontaneously with minimal effort and, only the requirement to explain difficult concepts may hinder a natural smooth flow of language.</p>	
<p>Notes: This is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade and is not a comprehensive list of all the duties and responsibilities of the post. Successful postholders should not refuse to undertake work, which is not specified on this form and the job description may be amended at any time in consultation with the postholder.</p> <p>Beckfoot Trust is an Equal Opportunities Employer and requires its employees to comply with all current equality policies both in terms of equal opportunity for employment.</p> <p>The Trust is committed to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition</p>	
<p>Date:</p>	<p>Click or tap here to enter text.</p>