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CLASS TEACHER

Job Description & Person Specification

Job Description

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| Purpose of the Post: | * Be responsible for the learning and achievement of all pupils in the class/es 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 their 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 school |
| Reporting to: | Head Teacher, Deputy Head Teacher, Local Governing Body |
| Key Contacts: | Other Teaching Staff, Support Staff, Pupils, Parents |
| Supervisory Responsibility:  Location: | The post holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities.  Based at Pondhu School but may be a requirement to travel to undertake work at or for academies within Cornwall Education Learning Trust |
| Salary Grade: | Teachers Main pay scale 1-6 |
| Hours: | 0.5 fte mornings only. |

**Principal Responsibilities:**

* Be responsible for the learning and achievement of all pupils in the class/es 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 their 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 school

**Duties and Responsibilities:**

All teachers are required to carry out the duties of a schoolteacher as set out in the current [*School Teachers Pay and Conditions* *Document*](https://www.education.gov.uk/publications/)*.* Teachers should also have due regard to the Teacher Standards. Teachers’ performance will be assessed against the teacher [standards](https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00066-2011) as part of the performance management process as relevant to their role in the school.

**Teaching**

* Deliver the curriculum as relevant to the age and ability group/subject/s that you teach;
* Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate;
* Be accountable for the attainment, progress and outcomes of pupils you teach;
* Be aware of pupils’ capabilities and their prior knowledge - plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn;
* Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them;
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject);
* If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics;
* Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners’ progress and levels of attainment;
* Make accurate and productive use of assessment to secure pupils’ progress;
* Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study;
* Use relevant data to monitor progress, set targets, and plan subsequent lessons;
* Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate;
* Participate in arrangements for examinations and assessments within the remit of the *School Teachers’ Pay and Conditions* *Document.*

## Behaviour and Safety

* Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
* Manage classes effectively, using approaches which are appropriate to pupils’ needs in order to inspire, motivate and challenge pupils;
* Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary;
* Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils;
* Have high expectations of behaviour, promoting self-control and independence of all learners;
* Carry out playground and other duties as directed and within the remit of the current *School Teachers’ Pay and Conditions* *Document;*
* Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

## Team Working and Collaboration

* Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school, including pastoral arrangements and assemblies;
* Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them;
* Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments;
* Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil;
* Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school;
* Cover for absent colleagues within the remit of the current *School Teachers’ Pay and Conditions* document.

## Wider Professional Responsibilities

* Work collaboratively with others to develop effective professional relationships;
* Deploy support staff effectively as appropriate;
* Communicate effectively with parents/carers with regard to pupils’ achievements and well-being using school systems/processes as appropriate;
* Communicate and co-operate with relevant external bodies;
* Make a positive contribution to the wider life and ethos of the school.

### Administration

* Register the attendance of and supervise learners, before, during or after school sessions as appropriate;
* Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers’ Pay and Conditions* *Document.*

#### Professional Development

* Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils’ progress, attainment and well-being, refining your approaches where necessary, and responding to advice and feedback from colleagues;
* Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your performance management review.

**Other**

* To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality;
* Perform any other reasonable duties as requested by the Head Teacher.

**General Responsibilities applicable to all staff:**

* To demonstrate and promote the values of Cornwall Education Learning Trust at all times.
* To work effectively with other members of staff to meet the needs of all pupils.
* To work with professionalism in line with the Trust's Code of Conduct.
* To attend staff meetings and Trust-based INSET as required.
* To be responsible for his/her own self-development on a continuous basis, undertaking any training/professional development as appropriate.
* To be aware of and adhere to all applicable Trust policies and procedures.
* To maintain at all times the utmost confidentiality with regard to all reports, records, personal data relating to staff and pupils and other information of a sensitive or confidential nature acquired in the course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.

Note:

* This Job Description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post.
* The postholder may be required to undertake such work as may be determined by the Headteacher/line manager from time to time, up to or at a level consistent with the main responsibilities of the job.
* This Job Description may be amended at any time in consultation with the postholder.

SPECIAL CONDITIONS OF EMPLOYMENT

Cornwall Education Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The postholder is required to follow all of the Trust’s policies and procedures in relation to safeguarding at all times, and to adhere to the statutory guidance ‘Keeping Children Safe in Education’. The postholder must take appropriate action in the event that they have concerns, or are made aware of the concerns of others, regarding the safety or wellbeing of children or young people.

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and a Disclosure and Barring Service (DBS) check.

Person Specification

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| **Selection Criteria** | **Essential** | **Desirable** | **How Assessed** |
| Education and  Training | * Good Honours Degree * PGCE or equivalent * Qualified Teacher Status | * Teaching Experience with the age range and/or subjects applying for | Application Form |
| Skills and Experience | * Ability to create a stimulating and safe learning environment * Ability to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach * Ability to assess and record the progress of pupils’ learning to inform next steps and monitor progress * To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers * Ability to successfully deploy a wide range of effective behaviour management strategies * High level of oral and written communication skills and an ability to work in partnership with other staff * Excellent ICT Skills and ability to use ICT to advance pupils’ learning * A passion for Outdoor Learning and a Child Led Curriculum | * Knowledge of current education and professional developments and an understanding of their application in a whole school context. | Application Form / Interview |
| Specialist Knowledge | * Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people * Demonstrates an awareness, understanding and commitment to equality and inclusion | * Self-motivated and ability to use own initiative * Ability to be flexible and adaptable | Application Form / Interview |
| Values Related Qualities | * **Collaborate** – ability to work effectively as a team * **Empower** – ability to take initiative and problem solve in order to improve performance * **Leadership** – To lead by example and achieve shared goals * **Transformation** – ability to recognise a need for change and adapt accordingly |  | Application Form / Interview |



CORNWALL EDUCATION LEARNING TRUST

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