



JOB PROFILE			
Job Title:	Class Teacher	School/Department:	Rossett Acre Primary School
Salary Grade:	MPS	Working Hours:	Part-time (2 full days to be agreed)
Contract Type:	Permanent	Location:	Pannal Ash Road, Harrogate
Responsible to: Headteacher			
<p>Role summary:</p> <p>We are looking for an experienced inspirational practitioner who is enthusiastic, positive, hard-working and passionate and has a strong record of highly effective teaching and learning.</p> <p>Key aspects of the role are to facilitate and deliver high quality learning experiences for all pupils; to challenge inspire and motivate our children; to be supportive, nurturing and understanding, with high expectations for standards and behaviour, and form positive relationships with pupils, colleagues and parents / carers. Please state your curriculum strengths on the application. (An interest in PSHCE/Music would be desirable)</p> <p>The right candidate will demonstrate excellent teamwork skills; be eager to work in partnership with other schools and organisations and be willing to contribute to school life outside of the classroom such as extra-curricular clubs.</p> <p>The Job Description should be read alongside the range of professional duties of Teachers as set out in Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the Teaching Standards for qualified teachers and uphold these standards in addition to the professional code of the National College for Teaching and Leadership for England.</p> <p>Red Kite Learning Trust is committed to safeguarding and promoting the welfare of students and expects all colleagues and volunteers to share this commitment.</p>			
<p>Special conditions of service:</p> <p>No smoking policy, including e-cigarettes/vapes.</p> <p><i>Occasional requirement to work outside of school hours and off school premises</i></p>			
<p>Role specific responsibilities:</p> <p>Teaching and Managing Pupil Learning</p> <ul style="list-style-type: none"> Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time. Use teaching methods which keep all pupils engaged, including stimulating pupils' intellectual curiosity, awe and wonder moments, effective questioning through interactive, reflective teaching, clear communication and good use of resources. Set high expectations for pupils' behaviour, promoting self-control and independence of all learners; establishing and maintaining high standards through well-focused teaching and positive, nurturing relationships. <p>Behaviour and Safety</p> <ul style="list-style-type: none"> Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect. Manage behaviour effectively using a range of approaches, using praise, rewards and where needed sanctions, which are consistently and fairly applied and are appropriate to pupils' needs, using a restorative approach. 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
- Support children with their pastoral needs, making referrals to our Nurture Team as required
- 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.

Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences of lessons appropriate to the subject matter and the pupils being taught.
- Provide consistency for pupils' by planning and teaching following the school's preferred methods
- Set appropriate and demanding expectations for pupils' learning and motivation.
- Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs, and know where to get help in order to give positive and targeted support.
- Implement and keep records to support children with EHCP's or children who need additional interventions

Assessment and Evaluation

- Assess how well learning objectives have been achieved and use this assessment to inform future teaching.
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- Record assessments on the school's system and meet deadlines set
- Understand the demands expected of pupils in relation to the National Curriculum, KS1/2.
- Where applicable, be able to implement Y6 SATs effectively and in line with all necessary guidance and school protocols.

Relationship with Parents and the Wider community

- Prepare and present informative reports to parents.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning also takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.
- Liaise with other professionals (such as a speech therapist, when required)
- Develop positive and constructive relationships with parents, communicating with them effectively.
- Be supportive of and attend some Parent/Teacher Association (PTA) events as required.

Manage Own Performance and Development

- Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
- Share corporate responsibility for the implementation of school policies and practices.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.
- Implements and follows school's child protection policies and safeguarding procedures.

Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.
- Ensure effective communication/handover to the other class teachers/HLTAs for your class each week, ensuring continuity of systems, expectations and information.

Managing Resources

- Select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met.



- To ensure promotion and support of Equal Opportunities and Health & Safety
- To undertake other duties that are commensurate with the post

RK People responsibilities:

- Contribute to the overall aims and values of our Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- Contribute to ensuring safeguarding procedures are in place and used effectively at all times

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in the job profile but which is in line with the general scope, grade and responsibilities of the role.

Our Trust Mission

Nurturing ambition, delivering excellence and enriching children's lives.

Our Trust Values

Collaboration
We pull together to deliver the best outcomes for every child in every school, working with professional generosity and openness for the common good. We share joy in our achievements - personal and collective.

Integrity
We put ethical leadership and excellent governance at the heart of our Trust, serving our schools and communities with fairness, honesty and transparency and a hunger for social justice.

Respect
We champion equity, equality and diversity. We treat our children, families, staff and partners with respect and kindness - modelling our values and wanting the very best for each other.

Our Trust Goals

We champion learning
Learning together creatively with a rich and broad curriculum, where great teaching and confident reading are fundamental to enriching children's lives.

We promote wellbeing
Ensuring the wellbeing of every child and member of staff in our Trust.

We invest in our people
Supporting every member of staff throughout their career to be the best that they can be.

We innovate with technology
Enabling all learners to harness technology, ensuring all have access at home, and innovating with technology for learning.

We are our Trust
Growing together collaboratively we will strengthen our Trust for the benefit of our children, our staff, our communities and our environment.

PEOPLE PROFILE

Aptitudes and Characteristics	Essential	Desirable
Ability to produce a high level of written, oral and communication skills to a range of audiences	*	
Ability to demonstrate a high level of organisation and planning skills	*	
Experience of being an excellent classroom practitioner	*	



Ability to work effectively as part of a team, relating well to colleagues, pupils, and parents	*	
Ability to demonstrate a commitment to equality of opportunity for all pupils	*	
Ability to investigate, solve problems and make decisions	*	
Experience of managing in a learning environment and resources	*	
Ability to use own initiative and motivate and manage people	*	
Ability to demonstrate high level ICT skills in personal and educational situations	*	
Ability to relate to and empathise with pupils and to develop trusting and respectful relationships with them	*	
Ability to use discretion in circumstances of disclosure and respect for confidentiality of information concerning individual pupils	*	
Ability to offer expertise in a specific subject or area (PSHCE/Music would be desirable)	*	
Ability to teach across primary age range	*	
Demonstrate a Positive and optimistic attitude towards School Improvement and Inclusion	*	
Demonstrate an open-minded and receptive initiative to new ideas, approaches and challenges	*	
Ability to lead professional development through example and support		*
Ability to establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate	*	
Ability to advise and support other staff	*	
Places high priority on effective team working and works easily and comfortably in a team environment	*	
Qualifications, Knowledge and Experience	Essential	Desirable
Knowledge of current educational practice and issues	*	
Evidence of continued professional development	*	
Willingness to take responsibility for your own professional development	*	
Demonstrates effective use of ICT to support learning	*	
Understand statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress.	*	
Full working knowledge of relevant policies/codes of practice/legislation		*
Knowledge of all phases of primary education		*
Understanding of the implications of the Code of Practice for Special Educational Needs for teaching and learning		*
Experience in planning, allocating, supporting and evaluating work undertaken by other staff in the classroom	*	
Experience of leading and managing other colleagues and being involved in appraisal		*



Safeguarding and Promoting the Welfare of Students	Essential	Desirable
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	*	

