

Job Description

Job purpose including main duties and responsibilities

In addition to the Conditions of Employment for teachers laid down in Part the School Teachers' Pay and Conditions Document 2008, to provide strategic leadership and hold accountability for standards achieved within a given phase and quality order to:

- Working with Governors and Senior Leadership Team to enable The Inspire Partnership to give every pupil high quality education, and promote the highest possible standards of achievement
- Secure the long-term success of the school by maximizing potential through the skills and resources held
- Play a significant role within the context of Every Child Matters, to help ensure The Inspire Partnership School provides a full, integrated range of extended services

Key Priorities for The Inspire Partnership:

- Consistently and continuously raise achievements and standards across the school
- Ensure every child reaches their potential and enjoys a happy, fulfilling school experience
- Ensure our schools continuously maintain and embed best practice
- Develop to a high level positive links with the local community, including parents and carers

Securing accountability

- Develop a collaborative ethos which enables everyone to achieve common goals
- Take personal responsibility to ensure personal accountabilities are clearly understood. This includes planning, marking and assessment
- Ensure every child has access to high quality teaching and learning

Key Accountabilities

Creating the future of The Inspire Partnership School

- Working with colleagues to create the strategic vision and promote the vision, values and ethos to pupils, staff, Governors, parents and the wider community

Key Accountabilities Continued.

Creating the future of The Inspire Partnership School

- Help create a shared learning culture and positive climate by building positive relationships which lead to highly effective communication with colleagues, pupils and parents. This includes listening skills
- Translate the vision into best practice through innovative planning, teaching and providing high quality learning experiences
- Work with the key stakeholders to maintain a shared vision and future strategic plans which will inspire and motivate pupils, staff, parents and the wider community

Leading teaching and learning

- To serve as a role model for pupils, staff and parents
- Maintain a continuous and consistent focus on pupils' achievement, using data and benchmarks to monitor progress.
- Plan engaging lessons that contain progression across ability ranges that are informed by secure subject and curriculum knowledge
- Teach challenging, well organised lessons that build on pupils prior learning and enable sustained progress to be attained
- Ensure lessons are informed by well-grounded expectations of learners designed to raise levels of attainment
- Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on pupils' attainment, progress and areas for development
- Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching

Developing self and working with others

- Have excellent subject knowledge and understanding of a range of teaching, learning and behaviour management strategies
- Promote and maintain a culture of high expectations for self and others
- Know a range of approaches to assessment and formative assessment and understand the role of assessment in helping all pupils make good progress

- Regularly review own practice, set personal targets and take responsibility for own development, seeking advice and support from other leaders

Managing a subject area (excluding NQTs)

- Ensure improvement plans reflect the school's priorities and values
- Ensure plans and policies promote continuous school improvement linked to the school SEF
- Develop effective relationships and communications which underpin a professional learning community that enables everyone in the school to achieve
- Create an inspiring, professional work environment within the phase team consistent with the school's values and aspirations
- Put in place effective team communication mechanisms to ensure that all staff are involved in the development plan and are kept informed of key priorities
- Manage budgets to achieve the schools' educational goals and priorities, and ensure systems are in place for the effective administration and control
- Use and integrate a range of technologies effectively and efficiently

Strengthening community

- Work with colleagues to strengthen and develop the ethos of the school, allowing this to influence and shape all areas of the school's work and collective worship
- Create and promote positive strategies for challenging racial and other prejudice
- Ensure community-based learning experiences are planned for and are explicit in medium term plans
- Collaborate with colleagues and other agencies to ensure pupil and community needs are met
- Promote community cohesion by ensuring long term, medium term and short term planning references links to community cohesion and extended services.
- Ensure planning takes account of the diversity, values and experience of the school, school grounds and local community
- Create and maintain effective partnerships with parents, Governors to support and improve pupils' achievements and personal development

Key Accountabilities Continued.

Data protection

- It is essential when working with computerised systems that you are completely aware of your responsibilities at all times under the Data protection Act 1984 for the security, accuracy, and significance of personal data held on such systems

Health and safety

- Manage and organise the learning environment within the phase to ensure each classroom reflects the school's high standards and aspirations
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline
- Use a range of behaviour management techniques and strategies, adapting them as necessary to promote the self control and independence of learners
- Ensuring the safety of all staff and pupils within phase team by co-ordinating risk assessments, planned trips and visits and any school activities with a risk potential. This includes ensuring all staff within phase team are aware of potential risk factors and school procedures for managing risk effectively

Safeguarding

- To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the LA and school

Person Specification

Qualifications, Knowledge and experience	Essential	Desirable	Method of Assessment
Hold qualified teacher status	•		Application form
Current experience of teaching in different key stages (this may be as a student).		•	Application form
Good written communication skills	•		Application form Tasks
Good oral communication skills	•		Interview
Have excellent subject knowledge of curriculum in specified Key Stage	•		Application form
Have excellent subject knowledge of curriculum across all Key Stages in a Primary School		•	Application Form
Teaching and Learning			
Ability to set high expectations which inspire, motivate and challenge pupils	•		Application form Interview
The ability to create a safe, attractive and stimulating environment that contributes positively to teaching and learning	•		Application form Interview
Plan and teach well-structured lessons and to promote a love of learning	•		Application form Interview
Teach using a wide range of teaching strategies to meet differing learning styles and to maximise achievement for all children including those with special educational needs and high achievers	•		Application form Interview
Ability to make accurate and productive use of assessment, feedback and data to secure pupils' progress	•		Application form Interview
Know a range of strategies that promote excellent learning behaviours	•		Teaching activity Interview
Evidence of leading the work of other adults in classrooms		•	Application form Interview

Person Specification Continued

Teaching and Learning Continued	Essential	Desirable	Method of Assessment
To lead on whole school initiatives/projects		•	Application form
To lead on achieving whole school awards e.g. wellbeing award, healthy schools award		•	Application form Interview
P.E. Subject leadership experience		•	Application form Interview
Safeguarding children			
Committed to ensuring all pupils in our school are kept safe.	•		Application form Interview
Enhanced DBS check.	•		Recruitment checks
Equal opportunities			
Committed to ensuring that all members of our school community can achieve excellence	•		Application form Interview
Developing self and working with others			
Commitment to own improvement through professional development / further study	•		
Be committed to engaging parents in the work of the school	•		
Show commitment to upholding excellent levels of professional conduct as a teacher.	•		