



Cover Teacher

Main Scale M1-6

0.6 Fixed Term Contract (1/1/22-31/08/22)

(Starting date: Jan 1st or as soon as possible thereafter)

Closing date: Friday December 17th 2021@ 9:00am

Interviews: (TBC- apply early- we will interview early exceptional candidates)

Do you want to work at a **good school** where **we strive to offer only the best for our pupils**? Do you want to work at a school where the **leadership team are utterly committed to your professional development and supporting part time working**? Do you want to work at a school **where children love coming to school every day**? Are you passionate about providing **an engaging curriculum bursting with opportunity and experiences for pupils**? Do you **value a quality learning environment** to support children's learning and development?

If so, the Oasis Academy Bank Leaze has an opening that would be ideal for you. We are looking for a committed cover teacher to come and be part of our Oasis family. The role will mainly be focused in Y2, Y4 and Y6 providing leadership capacity for leaders in our school. The role will involve one day in Y2, one day in Y4 and the rest of the final day split between Y4 and Y6 depending on the requirements of the leaders.

We need someone who:

- Is committed to constantly refining their teaching craft, with support from colleagues
- Believes that every child, with a huge slice of hard work, can reach the highest standards
- Wants to work as part of a dedicated team to improve outcomes for children across the school.

If you think you can make a difference to the lives of children and their families in the community, we can't wait to meet you!

Candidates are warmly invited to visit our website and book an appointment with the Principal to visit our school. Please phone the school on 01275-894580 or email (amelia.nelson@oasisbankleaze.org) to arrange an appointment or to talk further about the requirements and specifications of the role.

****Apply early, we will interview early for exceptional applications****

We are committed to safeguarding and promoting welfare of children and staff. All members of our community are required to commit to this, and the appointment will be subject to the receipt of satisfactory references and an enhanced DBS check.

CV's will not be accepted, apply on an Oasis application form only.

Oasis Community Learning supports Equal Opportunities Employment. This post is covered by Part 7 of the Immigration Act (2016), and therefore the ability to speak fluent spoken English is an essential requirement for this role.

Oasis Community Learning is a company limited by Guarantee registered in England and Wales no. 5398529



Job Description

POST:	Cover Teacher
RESPONSIBLE TO:	The Principal, members of Academy Leadership Team
RESPONSIBLE FOR:	Classroom Assistants
SALARY:	Standard national Scale in line with the current School Teachers' Pay and Conditions document (plus Teachers' Pension Scheme)
LOCATION:	Oasis Academy Bank Leaze, Bristol
WORKING PATTERN:	0.6 (Thursday/ Friday plus a third day which can be negotiated)
DISCLOSURE LEVEL:	Enhanced

JOB PURPOSE:

- To offer all learners an effective education in a stimulating environment, which provides equality of opportunity for all
- To deliver the learning experiences relevant to the age and ability group/subject
- To work in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies
- To be responsible for promoting and safeguarding the welfare of children and young people within the school

All teachers are required to carry out the duties of a school-teacher as set out in the current *School Teachers Pay and Conditions* document. At this school the following areas have been highlighted as being of particular importance.

SPECIFIC RESPONSIBILITIES:

A. Teaching

- Be a positive role model in terms of behaviour, work and attitudes
- Set high standards of work and behaviour in the class and all other areas of the school
- Understand and commit whole-school systems that are vital for the effective functioning of the school – both for behaviour and for efficient teaching
- Plan for progression across the age and ability range you teach, designing effective lessons/programmes of work for which support and challenge all pupils.

- Teach stimulating, well organised lessons, using an appropriate range of teaching strategies
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress
- Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development
- Advise and work collaboratively with the Principal and others on the preparation and development of teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements as appropriate

B. Performance management

- Participate fully with arrangements made in the school's performance management policy

C. 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
- Be responsible for your own continuous professional development and participate fully in training and development opportunities identified by the school or as developed as an outcome of your performance management, understanding that the coaching of 'teacher craft' is an integral part of our school.

D. Health and well-being

- Establish a purposeful and safe learning environment for learners
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- Use a range of behaviour management techniques and strategies adapting them as necessary to promote self-control and independence of all learners
- Raise all concerns regarding the behaviour, progress or welfare/child protection of any learner with the appropriately identified person
- Be responsible for promoting and safeguarding the welfare of children and young people within the school

E. 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
- Cover for absent colleagues within the remit of the *School Teachers' Pay and Conditions* document

F. External examinations

- Participate in arrangements for external examinations and assessment within the remit of the *School Teachers' Pay and Conditions* document

G. Management

- Contribute to the professional development of other teachers and take an active role in professional development sessions
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil

H. Administration

- Participate in and carry out any administrative and organisational tasks within the remit of the *School Teachers' Pay and Conditions* document
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate

I. Exercise of particular duties

- Perform any reasonable duties as requested by the Principal

J. Safeguarding Children

Oasis is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

OTHER:

- Carry out playground and other duties as directed and within the remit of the *School Teachers' Pay and Conditions* document
- Communicate and consult with the parents/carers of learners
- Communicate and co-operate with any relevant external bodies
- Be fully conversant with the school's procedures and policies

Note

This job description is not your contract of employment nor any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Class Teacher - Person Specification

Our Purpose

Oasis Academy Bank Leaze is part of the Oasis Community Learning family, a multi-academy sponsor with the express purpose of transforming schools into community Hubs, through applying a holistic view of education.

Oasis Academies exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status (QTS)• Evidence of recent and relevant continued professional development	
Experience, Skills and knowledge	<ul style="list-style-type: none">• Proven successful teaching experience across the Primary range• Experience of working with a wide range of abilities• Ability to innovate and find creative solutions to problems• Evidence of the skills and abilities required to lead additional adults to achieve agreed goals (in the classroom)• Strong interpersonal and communication skills, both oral and written• Knowledge and understanding of how to raise standards of learning across the school• A clear approach to consistent systems and procedures which bring about firm but fair behaviour management• The ability to prioritise tasks, makes informed decisions and implement them in a flexible way• Proven track record in working collaboratively• The ability to manage resources	<ul style="list-style-type: none">• Experience of Forest School/ Outdoor learning

	<p>effectively and responsibility,</p> <ul style="list-style-type: none"> • A commitment to continuing CPD for oneself and recent evidence of development of teacher craft (how have you improved your teaching?) 	
Strengthening the Community	<ul style="list-style-type: none"> • Prepared to make a direct contribution to the broader life of the school and 'go the extra mile' 	
Personal Qualities	<ul style="list-style-type: none"> • Record of good attendance • Ability to relate to people at all levels with good communication skills • Maintain confidentiality • Ability to work under pressure • Ability to make firm decisions and convey them clearly • A good sense of humour • Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced DBS checks. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviors and attitudes • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. 	