



# Recruitment information: English Class Teacher



## Headteacher's introduction

Thank you for taking time to request information about the appointment of a temporary English Class Teacher at Walkwood Church of England Middle School. This post is available from 1 January 2025 unless you can begin sooner, depending upon the successful candidate's availability. This is a full time and is temporary to cover maternity leave for a fixed term of 1 year.

Our school is "middle deemed secondary", and the timetable is run as for a secondary school, with emphasis placed on subject specialisms.

We set high aspirations for all our pupils, both academically and socially. Our Christian values lie at the heart of our work, and we provide a broad, rich, stimulating education to develop a passion for learning in all children. We aim to challenge all our children within a safe and supportive environment, encouraging them to become reflective, resilient learners and achieve academic excellence.

We are dedicated to promoting literacy across the curriculum with a core focus on reading for empowerment. Furthermore, Walkwood staff support children in developing their understanding of problem solving and reasoning in a broad range of contexts in which they can investigate, question and share their learning. Throughout their time at Walkwood, all pupils are encouraged to express themselves creatively and imaginatively, through all areas of the curriculum. High standards for behaviour across the school to enable a purposeful learning environment in which all children can flourish.

Therefore, we are seeking a colleague who will share and uphold our vision and values, delivering a curriculum that links content, skills and knowledge, whilst ensuring that each individual pupil receives high-quality pastoral care within an inclusive setting.

If you wish to be considered for this teaching post at Walkwood Middle School, please complete an application form.

Kindly send your documents to [recruitment@walkwoodms.worcs.sch.uk](mailto:recruitment@walkwoodms.worcs.sch.uk) by **9.00am** on the **22<sup>nd</sup> November 2024**. Short-listed candidates will be contacted soon after this date. Tours of the school will be part of the interview day. The interviews will take place week shortly after the closing date.

If you feel you are ready for a new role, working collaboratively with pupils, staff and the wider Trust, then I look forward to receiving your application.

Yours sincerely,  
*Mrs Caroline Lowe*  
*Headteacher*



## Job description:

### Part I

This job description forms part of the contract of employment. It is an outline of the main duties and responsibilities expected of the role and it is not a definitive list. Specific responsibilities will be agreed with the Headteacher as part of the SLT review and in accordance with the provisions of the current **School Teachers Pay and Conditions Document** - available at

[www.gov.uk/government/publications/school-teachers-pay-and-conditions-2019-2023/2024](http://www.gov.uk/government/publications/school-teachers-pay-and-conditions-2019-2023/2024)

### Part II

|                          |  |
|--------------------------|--|
| <b>Post title:</b>       | Class Teacher  |
| <b>Salary and Grade:</b> | MPS in line with the current <i>School Teachers' Pay and Conditions Document</i> |
| <b>Responsible to:</b>   | The Headteacher, head of department, head of year and the Governing Body         |
| <b>Responsible for:</b>  | The deployment and supervision of the Teaching Assistant                         |
| <b>Scale:</b>            | Main scale   |

### Purpose of the Job

To deliver curriculum subjects required, undertaking pastoral and administrative duties in respect of pupils in your care.

### Part III

#### Class Teacher

##### Main responsibilities are to:

- To consistently deliver exemplary and innovative teaching practices, including highly effective lesson planning, finely tuned adaptation strategies, and rigorous AFL (Assessment for Learning), in our relentless pursuit of providing pupils with an outstanding quality of education.
- To drive forward accelerated progress of disadvantaged pupils, SEN and those working below age related, which inspires a love of learning from their successes.
- You will develop highly positive attitudes to learning and engagement for all pupils, deeply rooted in the schools shared Christian and British values.
- To be a fully committed team player within the subject department, sharing our vision for excellence. You will work closely with colleagues to maximise the outcomes of departmental CPD, embedding of new initiatives, and collaborating on shared resources.



- Closely monitor pupils' progress and attainment, and strategically plan for and implement high quality retrieval opportunities and next steps for learning.
- Be invested in maintaining excellent subject knowledge and recent research within the community.

**Other Professional Requirements**

have a working knowledge of teachers' professional duties and legal liabilities;

work at all times within the stated policies and practices of the school;

establish effective working relationships and set a good example through personal presentation and professional conduct;

contribute to the life of the school through effective participation;

take responsibility for their own professional development and duties in relation to school policies and practices;

take on any additional responsibilities which might from time to time be determined.

**Post Threshold**

Teachers will be expected to maintain all threshold standards as outlined in the School Performance Management Policy for Threshold.

**Please Note**

This job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the postholder must use directed time in accordance with the school's policy, and have regard to the Schoolteachers' Pay and Conditions of Employment.

The job description is not necessarily a comprehensive definition of the post and the teacher may be required to undertake such other tasks appropriate to the level of appointment as the Headteacher and Governing Body may require. It may be reviewed annually or earlier if necessary and it may be subject to modification or amendment after consultation with the post holder.

The school is committed to safeguarding, the well-being of children and young people and the promotion of fundamental British values and expects all staff and volunteers to share this commitment.

Signed : ..... Date .....

Signed : ..... Date .....

For and on behalf of Walkwood CE Middle School

## Person Specification: Class Teacher

| Attributes                                      | Criteria   |
|---|--|
| <b>Qualifications and Training</b>              | <ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Degree qualification in a relevant subject.</li> <li>• Evidence of professional development and recent relevant in service training.</li> <li>• Commitment to the protection and safeguarding of children and young people</li> </ul>  |
| <b>Experience</b>                               | <ul style="list-style-type: none"> <li>• Successful teaching experience.</li> <li>• Successful record of raising standards: demonstrable skills of a highly effective classroom practitioner.</li> <li>• Experience of working with colleagues on resource procurement and preparation.</li> <li>• Effective communication with parents.</li> </ul>  |
| <b>Skills and Abilities</b>                     | <ul style="list-style-type: none"> <li>• Deliver and collaboratively develop the values-based curriculum.</li> <li>• Deliver and collaboratively develop literacy within the curriculum. (Desirable)</li> <li>• Appreciation of the Christian ethos of the school through clarity of vision.</li> <li>• Make effective use of formative assessment.</li> <li>• Identify the learning needs of individuals and groups and plan supportive interventions where necessary.</li> <li>• Provide quality feedback to pupils.</li> </ul>  |
| <b>Professional Knowledge and Understanding</b> | <ul style="list-style-type: none"> <li>• Define, identify and deliver highly effective teaching and learning.</li> <li>• Knowledge of inclusive behaviour management strategies and to effectively apply this in practice.</li> <li>• Experience of working in collaborative partnerships with other schools. (Desirable)</li> </ul>   |
| <b>Qualities and Values</b>                     | <ul style="list-style-type: none"> <li>• Promote the Christian values of the school.</li> <li>• Ability to build and maintain a professional relationship with colleagues and parents.</li> <li>• Inspirational to pupils.</li> <li>• Ability to lead the department through changes and to meet new challenges with enthusiasm, vision and flair.</li> <li>• Self-motivated and hard working.</li> <li>• Positive approach to behaviour management and rewards.</li> <li>• Commitment to developing the extra-curricular life of the school and other out of school activities.</li> <li>• Commitment to ensuring the health and wellbeing of all pupils and colleagues.</li> <li>• Ability to demonstrate drive and determination.</li> <li>• Role-model for good manners and professional behaviour.</li> </ul> |

The Academy is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Appointments to this post will be subject to receipt of satisfactory Enhanced Disclosure and Barring Service (DBS) check.





*“Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labour is not in vain.”*

*2 Corinthians 15: 58*



*I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.’*

*Ephesians 3:18-19*

