



Our Lady and Saint George's Catholic Primary & Nursery School

Job Description: Class Teacher

Pay Range: MPS 1-6

Contract Type: Full time or Fixed term

Reporting to: The Head Teacher / Governing Body

This appointment is with the governors of the school under the terms of the Catholic Education Service contract signed with the governors as employers. The governors will appoint a practising Catholic, where possible, or another person who can show by example and from experience that he or she will exercise the ministry of a teacher, with the Headteacher and Governing Body, and senior colleagues, giving appropriate witness to ensure that the school is Catholic in all its aspects. The appointment is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation.

Duties and Key Areas of Responsibilities

1. The Development of the School

The strategic direction and development of a Catholic school stems from the educational mission of the Church which is reflected in the school's Mission Statement and School Development or Improvement Plan.

The Teacher assists the Headteacher and Governing Body to develop a vision and strategic view for the school in its service to the community.

Work with the Headteacher and Governing Body in:

- a. fulfilling the Mission Statement
- b. implementing the educational aims, policies, objectives and targets of the school
- c. teaching pupils at the school
- d. cooperating with the Headteacher and Governing Body in monitoring and evaluating the performance of the school and its achievements as a Catholic school
- e. motivating pupils through interest, encouragement and recognition of their unique value
- f. contributing to the production of the School Improvement Plan
- g. implementing the Governing Body's policies on equal opportunities

2. Teaching and Learning

In a Catholic school the search for excellence is expressed in teaching and learning which responds to the needs and aspirations of its pupils and acknowledges their individual worth as children of God. The Teacher works with the Headteacher, Governing Body and senior colleagues to provide effective teaching and learning throughout the school. He or she cooperates with the Headteacher, Governing Body and senior colleagues in monitoring and evaluating the quality of teaching and standards of attainment, using relevant data and setting targets for improvement.

Work implementing, in collaboration with the Head, other appropriate persons or bodies, a curriculum which:

- a. Follows the curriculum policy of the Governing Body and meets statutory requirements
- b. is relevant to the needs, experience, interests, aptitudes and stages of development of all pupils, including those with special educational needs
- c. ensures the Diocesan policy on Religious Education is fulfilled
- d. fulfils the statutory duties in relation to the Curriculum including the National Curriculum
- e. includes arrangements for the daily act of collective worship in accordance with the norms of Catholic worship and the wider spiritual life of the school

Work with the Head Teacher and Governing Body in ensuring that:

- a. School policies on curriculum, assessment, recording and reporting are implemented in order to provide effective teaching and learning;
- b. the arrangements for teaching and learning form a co-ordinated, coherent curriculum entitlement for all pupils;
- c. information on pupil progress is used to improve teaching and learning, to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers and to aid governors in fulfilling their responsibilities for the school;
- d. there is continuity of learning and of progression for pupils;
- e. challenging targets are set for pupil attainment leading to whole school improvement;

Work with the Headteacher and Governing Body to determine and publicise the means for promoting:

- a. Pupils' self-discipline
- b. respect for self, others and authority
- c. good behaviour on and off school premises

3. Efficient and Effective Deployment of Staff and Resources

In the Catholic school all deployment of staff, finance, material resources, time and energy should promote the common good of the community.

- a. making the best possible use of the time and efforts of Classroom Assistants, Support Assistants and other adults to enhance the learning of groups and individuals.
- b. using resources, including time and energy, efficiently and effectively to meet the school's aims and objectives in accordance with the school's Mission Statement and School Development Plan
- c. providing an attractive environment which expresses the Catholic identity of the school, stimulates learning and enhances the appearance of the school

4. Wider Professional Effectiveness

Take responsibility for professional development by:

- a. taking action to keep up to date in developments in the curriculum and teaching methods
- b. making good use of the outcomes of monitoring and the school's performance management arrangements in order to improve the quality of their teaching

5. Accountability

In a Catholic school the Teacher fulfils his or her responsibilities as specified by the Headteacher, Governing Body and senior colleagues and in accordance with the school's Mission Statement.

In relation to the Governing Body, work with the Headteacher and Governing Body by helping to:

- a. assist in the exercising of its functions when requested
- b. attend meetings of and report to the Governing Body as required

In relation to parish(es) and the community work with the Headteacher and Governing Body by helping to:

- a. develop and maintaining positive relationships with the parish communities
- b. ensure that the school recognises and meets its responsibilities in the life of the local community
- c. develop links with local employers for the benefit of the pupils and the school
- d. promote a positive image of the school in accordance with the Mission Statement

In relation to the Diocese work with the Headteacher and Governing Body:

- a. to recognise the authority of the Bishop in relation to the provision of education in the Diocese
- b. to work where required with Diocesan Authorities

In relation to parents and those with parental responsibility work with the Headteacher and Governing Body in:

- a. building an effective partnership between the school and parents recognising them as the first educators of their children

- b. promoting understanding of the mission, aims and ethos of the school through provision of regular information to parents about
- The progress of their children
 - The school curriculum
 - Other matters relating to teaching methods and organisation
 - Opportunities for dialogue between parents and staff and for their involvement in the wider life of the school

In relation to National Government, the Local Education Authority and as directed by the Headteacher and Governing Body to cooperate with officers and support services; this to include inspection, monitoring and evaluation of the school.

In relation to other schools, universities, colleges and educational bodies work with the Headteacher and Governing Body:

- a. by promoting continuity of learning, progression of achievement and curriculum development
- b. by arranging for effective transfer and induction of pupils
- c. by maintaining effective liaison
- d. by maintaining effective relationships with other schools, and especially with other Catholic schools in matters of common concern
- e. by providing training and work experience placements for school, university and college students as appropriate and in accordance with school policy

6. School Specific Responsibilities

To undertake any additional duties and tasks under the reasonable direction of the Headteacher

Such other duties as may be allocated from time to time, commensurate with the grade of the post. The post holder may also be required to undergo training in order to undertake duties of the post in an efficient manner.



Person Specification

Faith Commitment	
Criteria	Weight
Practising Catholic	Desirable
Practising Christian	Desirable
Sympathetic to the Catholic ethos of the school	Essential

Knowledge	
Criteria	Weight
Excellent understanding of the Key Stage 1/ 2 curriculum	Essential
Thorough understanding of safeguarding children	Essential

Skills & Abilities	
Criteria	Weight
Respect and dignity of each person valued and loved by God	Essential
Inspire, challenge, motivate and empower students to achieve	Essential
Demonstrate personal enthusiasm and commitment and make a positive difference to children and young people	Essential
Build and maintain quality relationships through interpersonal skills and effective communication	Essential
Demonstrate personal and professional integrity, including modelling values and vision	Essential

Prioritise, plan and organise self	Essential
Think analytically and creatively and demonstrate initiative in solving problems as required	Essential
Be aware of their own strengths and areas for development. Listen to, and reflect upon feedback and act appropriately	Essential

Experience	
Criteria	Weight
Evidence of Good Classroom Practice	Essential
Relevant and recent experience of teaching in a Catholic School	Desirable
Relevant and recent experience of teaching the full age range at Key Stage 1 / 2	Desirable

Education & Training	
Criteria	Weight
Qualified Teacher Status	Essential
Degree	Essential
Evidence of relevant and recent professional development	Desirable