



Standards Improvement Teacher

Coastal Learning Partnership

Bournemouth, Poole and Purbeck

Full or part-time hours considered

Unqualified, Main or Upper Pay Range

Unqualified scale: £22,601-£32,259 per annum

Qualified teacher: £32,916-£51,048 per annum

Secondment or permanent role

Coastal Learning Partnership are hoping to appoint a **Standards Improvement Teacher** who is committed to maximising pupil outcomes at the end of Key Stage 2. Under the direction of the Head of Learning and Achievement you will focus on delivering high quality, targeted interventions and core subject support to pupils across our schools, particularly helping to close gaps and boost confidence in upper Key Stage 2. You will provide creative and engaging support in class, working with small groups and with identified children. This role is suitable for either a teacher or an experienced TA.

Coastal Learning Partnership is a Multi Academy Trust of 20 schools who work closely together in the spirit of professional generosity and collaboration. CLP is an established MAT, enjoying a growing reputation as a group which greatly values the individuality of its schools and the character and professionalism of its Headteachers. As part of this role, you could be asked to support in any of our twenty schools, as required.

We are looking for:

- A qualified teacher or experienced TA with a strong understanding of the upper KS2 curriculum
- Proven ability to deliver targeted interventions, particularly in English and mathematics
- A commitment to raising achievement; to make a real difference and impact a young person's life
- Someone who can plan and deliver engaging booster sessions in mathematics and core subjects, within a positive and inspiring learning environment
- Can work both by being given direct instruction from the class teacher and using their own initiative
- Track progress and adapt teaching to meet individual needs
- Above all, is enthusiastic, calm and caring with a sense of humour

For more information about the role please contact **Christian Malone, Head of Learning and Achievement** on 01202 806 155 or Christian.malone@coastalpartnership.co.uk. For further information regarding CLP, please visit our Trust [website](#).

Applicants: Please send a completed application form to: recruitment@coastalpartnership.co.uk

Closing Date: Midnight, Sunday 30th November

To comply with our statutory safer recruitment practices and obligations, we are unable to shortlist incomplete applications. Please ensure you include a full employment and education history, details of two referees and explain any gaps in employment. **CVs will not be accepted from external candidates.**

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.

CLP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All applicants who meet the person specification will receive equal consideration for employment. We value the fact that our schools are very different, as are our colleagues within them. Our culture is one in which colleagues serve and inspire each other in the spirit of professional generosity; colleagues are empowered to be themselves and to be their best. At CLP, everyone is welcome and encouraged to achieve and be heard.

Coastal Learning Partnership offers its employees a range of benefits, including:

Financial

Competitive Salary

Recognising Continuous Service from other relevant employments

Higher than average Pension Contributions via our Occupational Pension Schemes

Holiday pay, increasing with service

Occupational Maternity and Paternity pay

CPD and Training

Excellent networking and training and development opportunities for all staff, from courses and qualifications to effective appraisal and internal transfer and promotional opportunities

Employee discount schemes

Discounted BH Active Membership

Discount schemes offering a range of high street, restaurant, holiday, finance and other benefits

Cycle and Tech Schemes offering discounted equipment via payroll

Free Eye Tests for VDU

Medical and Wellbeing Support

Free and confidential counselling, physiotherapy, weight management support, menopause help, personal training, GP referral service and some private surgical procedures



Job Description Standards Improvement Teacher

Responsible to: Head of Learning and Achievement

Disclosure Level: Enhanced Disclosure & Barring Service Check with child barred list check

Overall Purpose

To inspire, motivate and enthuse pupils and, through this, enable them to make rapid and sustained progress in their learning, providing specific and targeted intervention for pupils not making expected progress.

To teach pupils with commitment and enthusiasm, working closely with the team to ensure an appropriately balanced, exciting, relevant and differentiated curriculum.

The post holder may be responsible for the supervision of the work of classroom assistants relevant to their responsibilities.

Safeguarding

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, online searches, Enhanced DBS check and satisfactory references.

Planning, Teaching and Classroom Management

- Using baseline and in-year data, effectively identify pupils who are significantly underachieving, particularly those pupils who are working below expected levels in English and Maths.
- Provide positive, memorable learning opportunities, following clearly identified objectives and linked to assessment criteria.
- Deliver lessons which maintain pace and provide opportunities for challenge.
- Use a variety of teaching methods to:
 - ensure effective content, structure information, present a set of key ideas and use appropriate vocabulary
 - use effective modelling and scaffolding to enable children to understand and access tasks given
 - use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
 - select appropriate learning resources and develop study skills through library, I.C.T. and other sources;
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught.

- To set homework and plan other out of class activities and interventions to consolidate and extend the knowledge and understanding pupils have acquired on a regular basis and to ensure that pupils make progress in line with expectations.
- Evaluate own teaching critically to improve effectiveness.
- To share effective intervention strategies with class staff to support pupils to enable effective intervention at other points of the school day.
- Take account of pupils' needs by providing learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for literacy and numeracy.
- Encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively.
- Work collaboratively with other areas of the school and the other schools in our Partnership to develop cross-curricular links which support the school and promote achievement.
- Maintain discipline and ethos in accordance with the school's policy and encourage good practice regarding appearance, behaviour, punctuality and standard of work.

Monitoring, Assessment, Recording, Reporting

- In line with agreed policies and procedures:
 - Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
 - Mark and monitor pupils' work and set targets for progress, providing clear and regular feedback to encourage high levels of engagement and interest;
 - Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;
 - Undertake assessment of students as requested by school and partnership procedures;
 - Support class teachers to provide information to parents about the achievements and progress of their child as required.

As their careers progress, teachers will be expected to extend the depth and breadth of knowledge, skill and understanding that they demonstrate in meeting the Teachers' Standards, as is judged to be appropriate to the role they are fulfilling and the context in which they are working.

Teachers are expected to perform at a level that is consistent with what should reasonably be expected at the relevant stage of their career (whether they are a newly qualified teacher, a mid-career teacher, or a more experienced practitioner).

The duties assigned to the Teacher will therefore vary depending on the stage of their career, their personal strengths and interests, their career ambitions and the opportunities available within their School. Examples of additional responsibilities and expectations may include:

- Lead responsibility for a subject or aspect of the school's work, across the school
- managing finances
- managing staff
- undertaking appraisals
- working on a school wide area of the Improvement Plan

Whilst every effort has been made to explain the main duties and responsibilities of the Teacher role, each individual task will not be identified. It is expected that all colleagues will endeavour to deliver any tasks identified as reasonable by their School Leadership team.

Person Specification: **Standards Improvement Teacher**

Criteria	Essential	Desirable
Qualifications:	Commitment to continuing professional development	- Qualified Teacher Status - Hold a relevant degree or higher degree qualification.
Experience:	- Recent KS2 experience. - Understanding of effective interventions to support literacy and numeracy progress. - Knowledge of managing teaching resources.	Experience of OFSTED inspections and external reviews.
Professional knowledge:	- Sound knowledge of the National Curriculum for all subjects across the key stage. - Knowledge of effective teaching and learning strategies, to include, engage and meet the needs of all pupils, in particular underachieving groups. - Familiarity with standardised attainment tests. - Understand and use assessment to inform teaching and learning. - Knowledge of effective behaviour management strategies. - Awareness of current developments in the field of education and the implications of these for teaching practise.	Knowledge of SEND policy and pupil premium legislation.

Professional abilities	skills &	▪ Ability to work as part of a team. ▪ Good ICT skills, particularly using ICT to support learning. ▪ Have a commitment to inclusive practise. ▪ Ability to utilise pupil's performance data to inform teaching. ▪ Able to engage parents to encourage their close involvement in the education of their children. ▪ Appetite for continuous improvement and a willingness to share expertise within the school and the Partnership. ▪ Ability to effectively direct and supervise the work of support staff. ▪ Dynamic and innovative approach to teaching and learning.	▪ Commitment to the school's wider community ▪ Ability to use and promote a wide range of teaching pedagogy.
------------------------	----------	--	---

The post holder may be required to travel to other local sites, including other CLP schools