



Post Title:	Teacher
Salary	MPS/UPS (possible TLR for the right candidate)
Duration of Role	Permanent
Full-time or Part-time	Full-time and part-time candidates will be considered.

CORE REQUIREMENTS OF THE POST

1. Inspire trust and confidence in students and colleagues
2. Build a team commitment with colleagues inside and outside the classroom
3. Engage and motivate students
4. Demonstrate analytical thinking
5. Improve the quality of students' learning

FUNDAMENTAL TASKS OF A TEACHER AT CP RIVERSIDE SCHOOL

1. Effective Teaching

Create positive and meaningful learning opportunities for students.

- 1.1. Prepare to meet the needs of the groups of students concerned.
- 1.2. Apply effective classroom management to enable and encourage learning.
- 1.3. Provide regular constructive and developmental feedback.
- 1.4. Fulfil agreed teaching standards and ensure the safety of all students.
- 1.5. Work to ensure that all students achieve their full potential.
- 1.6. Offer solutions to those students having identified needs in a timely and appropriate manner.

2. Personal Skill Development

Work in co-operation with your line manager to maintain a personal development programme.

- 2.1. Enhance and develop your subject-related skills.
- 2.2. Develop your professional skill as a teacher.
- 2.3. Encourage the development of colleagues by sharing responsibilities within the school and team.
- 2.4. Encourage and maintain a high level of motivation amongst students.

3. The Subject Team & School Community

Contribute to the improvement and development of an effective school.

- 3.1. Contribute to the development of effective teamwork throughout the school.
- 3.2. Attend and contribute towards all relevant meetings
- 3.3. Contribute to the development of subject teaching materials and the review of syllabi and schemes of work.
- 3.4. Encourage and foster the development of extracurricular activities.
- 3.5. Maintain and present a professional attitude, appearance and conduct at all times.
- 3.6. Respond to the challenges and opportunities offered in an Alternative Provision Free School.

MAIN PURPOSE OF THE JOB

To carry out the following professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Principal.

4. Knowledge & Understanding

- 4.1. Maintain an up to date knowledge of good practice in teaching pedagogy
- 4.2. Demonstrate a detailed knowledge of the relevant aspects of the curriculum & statutory requirements
- 4.3. Demonstrate a secure knowledge and understanding of specialist subject(s)
- 4.4. Take responsibility for your own professional development and keep up to date with research and developments in pedagogy and in the subjects you teach
- 4.5. Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in your specialist subject(s)

5. Planning & Setting Expectations

- 5.1. Select and make good use of teaching & learning resources which enable teaching objectives to be met.

- 5.2. Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught
 - 5.3. Set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior knowledge
 - 5.4. Identify students who are very able and/or who have special educational needs and know where to get help in order to give positive and targeted support. Implement and keep records on MIS of all adopted strategies.
 - 5.5. Apply effective classroom management
 - 5.6. Apply a range of teaching strategies
 - 5.7. Positively target and support individual learning needs
- 6. Teaching & Guiding Learning**
- 6.1. Demonstrate appropriate and consistent progress
 - 6.1.1. For the majority of students
 - 6.1.2. Across all teaching areas
 - 6.1.3. Across all spectrums of background, ability and behaviour
 - 6.1.4. That compares favourably with students in similar settings
 - 6.2. Set high expectations for student behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships
 - 6.3. Use teaching methods that keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources
 - 6.4. Effectively use other extracurricular learning opportunities to encourage academic progress
 - 6.5. Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time, setting clear targets which build on prior knowledge
- 7. Assessment & Impact**
- 7.1. Assess how well objectives have been achieved and use this assessment to inform future teaching
 - 7.2. Monitor students' classwork providing constructive oral and written feedback, setting targets for students' progress
 - 7.3. When applicable, understand the demands expected of students in relation to KS4 and post-16 courses
 - 7.4. Assess and record students' 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 student is achieving
- 8. Working with Families**
- 8.1. Prepare and present informative reports to parents
 - 8.2. Recognise that learning also takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples
- 9. Working with Students**
- 9.1. To monitor the progress made in meeting targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement.
 - 9.2. Secure progress towards student targets
- 10. Performance & Development**
- 10.1. Take responsibility for their own professional development and keep up to date with research and developments in pedagogy and in the subjects they teach.
 - 10.2. Make effective use of the developmental time available
 - 10.3. Understand and demonstrate professional responsibilities in relation to school policies and practices
 - 10.4. Set a positive example to the students through physical presentation and personal conduct
 - 10.5. Evaluate your own teaching critically and use this to improve your effectiveness
 - 10.6. Contribute to the development and/or implementation of school policies
 - 10.7. Use the Appraisal process to advance student learning and enhance professional practice in line with the school's improvement priorities
 - 10.8. Promote the vision and character of the school.

OTHER IMPORTANT INFORMATION

Successful applicants must be aware of the school's duty of care in relation to staff, students and visitors and comply with all safeguarding, child protection and health and safety policies at all times.

PERSON SPECIFICATION

This is the specification to which we will be working through during the selection process. Your personal statement as part of the application form will form part of this process and look to

Criteria	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> → Qualified Teacher Status → Degree or PGCE → An enhanced DBS check 	<ul style="list-style-type: none"> → Good honours degree → A-Level average of C or above (or equivalent)
Training and Professional Development	<ul style="list-style-type: none"> → Evidence of recent and relevant successful CPD 	<ul style="list-style-type: none"> → Relevant Masters or professional qualification
Experience	<ul style="list-style-type: none"> → Successful experience of teaching students in KS3 and 4. → Successful experience of teaching students with additional needs → Successful experience of teaching of an additional subject 	<ul style="list-style-type: none"> → Successful middle leadership experience → Successful experience of developing schemes of work and curriculum plans
Skills & Abilities	<ul style="list-style-type: none"> → Excellent classroom practitioner → Ability to work under pressure → An ability and enthusiasm to create a love of the subject beyond the classroom → Evidence of good organisational skills → An ability to use and interpret data in order to design and implement intervention for individuals or groups of students that would benefit from additional support 	<ul style="list-style-type: none"> → Potential to contribute to extra-curricular activities in other areas
Personal Attributes	<ul style="list-style-type: none"> → Good interpersonal skills → Commitment to raising achievement → An innovative and positive attitude → Excellent communicator, both orally and in writing → Ability to work as part of a team 	
Safeguarding	<ul style="list-style-type: none"> → Full understanding of the Safeguarding requirements and how teachers promote the welfare of children → Enhanced DBS and validated references → Eligibility to work in the UK 	<ul style="list-style-type: none"> → Safeguarding in Education training