|  |  |
| --- | --- |
| JOB DESCRIPTION | |
| **DIRECTORATE:**  **Education** | **NAME OF SCHOOL:**  **Lansbury Lawrence Primary School** |
| **POST TITLE:**  **Class Teacher** | **GRADE:**  **MPS/UPS** |
| **RESPONSIBLE TO: Head Teacher**  **STAFF SUPERVISED: N/A**  **RESPONSIBLE FOR: N/A** | |
| **GENERIC TEACHER ROLE**   * To carry out the duties of a school teacher as set out in the current School Teachers’ Pay and Conditions document and subject to any amendments due to government legislation. This includes any duties as may be reasonably directed by the Head Teacher. * To demonstrate good inclusive practice with particular reference to children with special educational needs, higher achieving children and children with English as an additional language. * To be committed to and actively promote the school’s equal opportunities policy. * To uphold the school’s principles and policies which underpin good practice and the raising of standards. | |
| **PERFORMANCE MANAGEMENT / INDUCTION**   * Performance management/Induction assessment will be based on the responsibilities listed above and judgements will be made against these as part of the school’s performance management cycle. In addition, the standards outlined in our Pay Policy will be considered where there is an application to progress through the threshold at UPS1 and onto UPS2 and UPS3. * During induction assessment, to achieve and sustain the standards outlined in the Early Career Framework Document. * Teachers on the Upper Pay Scale are expected to consistently maintain the standards outlined in our Pay policy for UPS1, UPS2 and US3   **KNOWLEDGE & UNDERSTANDING**   * Demonstrate a thorough and up-to-date knowledge of curriculum pedagogy and effective teaching and learning strategies and best practice.   **TEACHING & ASSESSMENT**   * Demonstrate that you consistently and effectively plan lessons and sequences of lessons to meet pupils’ individual learning needs. * Demonstrate that you consistently and effectively use a range of appropriate strategies for teaching and classroom management so that there is clear evidence of effective teaching over time. * Demonstrate that you consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.   **PUPIL PROGRESS**  Demonstrate that, as a result of your teaching, your pupils achieve well relative to the pupils’ prior attainment, making progress as good or better (at UPS2 level ‘better’, ref AESOPP) than similar pupils nationally (this should be shown in marks or grades in any relevant national tests or examinations, or school-based assessment for pupils where national tests and examinations are not taken).  **WIDER PROFESSIONAL EFFECTIVENESS**   * Take responsibility for your professional development and use the outcomes to improve your teaching and pupils’ learning. * Make an active contribution to the policies and aspirations of the school.   **PROFESSIONAL CHARACTERISTICS**  Demonstrate that you are an effective professional who challenges and supports all pupils to do their best through:   * inspiring trust and confidence; * building team commitment; * engaging and motivating pupils; * analytical thinking; and * taking positive action to improve the quality of pupils’ learning.   **SAFEGUARDING CHILDREN**  The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced DBS clearance. | |
| **ORGANISATIONAL DETAILS**  The above job description was agreed on …………………………… (date). It may be reviewed and/or amended at any time but before this happens you will be given appropriate opportunities to discuss the proposed amendments. It will be reviewed as part of the annual performance process.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ signed by (post holder)  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ signed by (Head Teacher) | |

|  |
| --- |
| **SELECTION CRITERIA**   1. Qualified teacher status. 2. Evidence of excellent class teaching to provide a model of good practice for others. 3. Knowledge and understanding of the factors which support high attainment in school for all pupils. 4. Knowledge and understanding of the effective inclusion of all children. 5. Knowledge and experience of monitoring and evaluating the curriculum, learning and teaching. 6. Evidence of experience of and a commitment to the involvement of parents in the learning process. 7. Evidence of a commitment to equal opportunities. 8. Experience of initiating and leading new developments in education. 9. Evidence of the ability to take ownership of whole school issues and participation in the leadership and management of the school. 10. Evidence of the ability to work as a team and to manage staff effectively. 11. Evidence of good organisational skills. 12. Knowledge of recent developments in education. |

**PERSON SPECIFICATION**

**Class Teacher Post**

|  |  |  |
| --- | --- | --- |
| **CATEGORY/ITEM** | **Essential** | **Desirable** |
| **Experience**   * **Experience of working in a primary school.** * **Experience of full primary range.** | **✔** | **✔** |
| **Education and Training**   * **A recognised teaching qualification** * **Interest in further training** * **Undertaken a variety of training** | **✔**  **✔** | **✔** |
| **Knowledge**   * **Of Assessment and Target Setting** * **Strategies to challenge and inspire underachieving pupils** * **Strategies to extend higher achieving pupils** | **✔**  **✔**  **✔** |  |
| **Skills**   * **Good verbal communication skills** * **Good written communication skills** * **Inspirational teaching and high expectations of all pupils** * **Good ICT skills** * **Good Time management** * **Good Behaviour management** * **Willingness to participate in Extra Curricular activities** | **✔**  **✔**  **✔**  **✔**  **✔**  **✔**  **✔** |  |
| **Specific Requirements**   * **Ability to use initiative** * **Work as effective team member** * **Understanding of Creativity** * **Forming positive relationships** * **Contribute to a positive and child focused ethos** | **✔**  **✔**  **✔**  **✔**  **✔** |  |