



JOB DESCRIPTION



Job Title:	Classroom Teacher & Literacy, Language & Communication Leader
Responsible to:	Head Teacher, Leadership Team and Chief Executive
Place of Work:	Your normal place of work will be Stephenson Way Academy & Nursery School, but you may be required to work at any of the Trust sites within County Durham.
Hours:	Full-time. 8.30 a.m. to 3.30 p.m. Monday to Friday each week.
Salary:	UPS1-3 plus TLR £5,872

Job Summary

The role of the Classroom Teacher is to assume responsibility for a class of pupils, delivering the curriculum accurately and appropriately, whilst being mindful of the individual learning needs of each pupil. They must establish and maintain an environment that is both calm and conducive to learning, with consistent behaviour management, working collaboratively with all stakeholders. They must support pupils educationally and pastorally as well as being a positive role model, ensuring our pupils feel safe, secure, valued and allowed to be themselves. Our pupils deserve the best education, and it is the role of the teaching staff to ensure this happens on a day-to-day basis. Teachers must be aligned with the school ethos and values to ensure every child within their charge, can be the best that they can be...in everything they do.

As the Literacy, Language & Communication Leader they will lead a coherent approach to communication and language, vocabulary, oracy, reading and writing, ensuring that children develop the knowledge, confidence and skills they need from their earliest experiences in Nursery through to the end of Year 6.

They will have their own class and must be able to demonstrate consistently strong classroom practice. They will also have dedicated leadership responsibility for improving literacy, language and communication across the school.

Duties and Responsibilities

The key responsibilities of the post are to:

- Take responsibility for a class of pupils within a Year group as directed by the Head Teacher.
- Direct and deploy other staff or volunteers as required.
- Carry out other duties or responsibilities as required by the Head Teacher or Senior Management Team, which contribute to the smooth running of the class, or the school as a whole.

The generic duties of the post are based on the Teachers' Standards:

The post holder must:

Set high expectations which inspire, motivate and challenge pupils:

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently positive attitudes, values and behaviour.

Promote good progress and outcomes by pupils:

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities, their prior knowledge, plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how these impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge:

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

Plan and teach well-structured lessons:

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all pupils:

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment:

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment:

- have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities:

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

Literacy, Language & Communication Leader:

- Provide whole-school leadership for Literacy, Language and Communication from Nursery to Year 6.
- Develop a coherent progression in communication and language, oracy, vocabulary, reading and writing across the school.
- Ensure that strong foundations in communication, language and early literacy are established in EYFS and KS1 and successfully built upon throughout KS2.
- Support the continued development of early reading, working closely with relevant leaders to secure consistency and strong outcomes.

- Develop a strong whole-school reading culture and ensure that pupils become increasingly fluent, confident and thoughtful readers.
- Lead the development of writing across the curriculum, ensuring that pupils develop the transcription, composition, vocabulary and language knowledge needed to write successfully.
- Champion spoken language and vocabulary development, particularly for pupils who enter school with limited language and communication experiences.
- Work alongside teachers in classrooms through coaching, modelling, team teaching, planning support and professional dialogue.
- Use assessment, pupil work, lesson visits and outcomes to identify strengths and priorities and take effective action to improve provision.
- Lead high-quality professional development for teachers and support staff.
- Ensure that approaches are inclusive and appropriately adapted for pupils with SEND, disadvantaged pupils and pupils who need additional support with communication and literacy.

Common Duties and Responsibilities:

Professional Practice

To ensure that professional practice in the school is carried out to the highest standards and developed in line with the school's stated objectives of continual improvement in quality of its service to internal and external customers.

Health and Safety

To ensure that the Health and Safety policy and procedures are understood, implemented and monitored.

Appraisal

All members of staff will receive appraisals and it is the responsibility of each member of staff to follow guidance on the appraisal process.

Equality and Diversity

To ensure our commitment is put into practice we have an equality policy which includes responsibility for all staff to eliminate unfair and unlawful discrimination, advance equality of opportunity for all and foster good relations.

Confidentiality

All members of staff are required to undertake that they will not divulge to anyone personal and/or confidential information to which they may have access during the course of their work.

All members of staff must be aware that they have explicit responsibility for the confidentiality and security of information received and imported in the course of work and using school information assets.

Safeguarding

Tudhoe Learning Trust is committed to safeguarding the welfare, wellbeing and safety of every child within its care. Safeguarding is everyone's responsibility and staff are expected to share and promote this view, undertake appropriate training and maintain an up to date knowledge and understanding of current obligations in respect of the safeguarding of children in education.

	PERSON SPECIFICATION - Classroom Teacher		
	Essential	Desirable	Assessment
Education, Qualifications and Training	Relevant degree. QTS Fully supported in references.	Evidence of CPD.	Application/ Certificates/ References
Knowledge and Experience	Experience of teaching across Primary School age range. Use of assessment for learning to improve standards. Knowledge and experience of using effective behaviour management strategies. A clear vision and understanding of the needs of primary pupils including SEND and more able. Detailed knowledge of the structure and content of the current National Curriculum. Demonstrable understanding of current safeguarding regulation and best practice. Have secure subject and pedagogical knowledge of how children learn to read, write, speak and communicate. Understand the importance of early language, vocabulary and oracy in addressing disadvantage. Able to identify strong and weaker classroom practice and know how to help colleagues improve	Experience of teaching in both KS1 and KS2.	Application/ Interview Process/ References
Attitudes and Abilities	Ability to communicate effectively in a variety of situations. Ability to respond flexibly and sensitively to the differing needs of pupils, including those with SEN. Ability to use ICT effectively both in classroom practice and for own professional work. Ability to work independently and as part of a team. Able to organise and manage tasks effectively. Caring attitude towards pupils and parents. Evidence of being able to build and sustain effective working relationships with all members of the school community Ambitious for pupils and refuse to allow disadvantage, SEND or starting points to lower expectations		Application/ Interview Process/ References

Personal Attributes	Committed and enthusiastic and can demonstrate sensitivity whilst working with others.		Interview Process/ Application/ References
Working Arrangements	Full-time.		Application Form