Job Profile

Job Title	Teacher
Grade	Qualified Teachers Main Pay Range to Upper Pay Range 3 plus up to 2 Special Needs Allowance.
Terms and Conditions	• Undertake the duties of a Teacher in accordance with the conditions of employment as detailed in the School Teacher's Pay and Conditions Document. • Undertake the duties and responsibilities as detailed in the DfE Teachers' Standards.
Responsible to:	Head Teacher/ Deputy Head Teacher/ Assistant Head Teacher
Job Purpose	To lead and manage the teaching and learning for a class, or group of pupils

Main Responsibilities

A Class Teacher will:

- Play a role under the overall guidance of the Head Teacher in helping to formulate the School Development Plan, aims and objectives of the school by:

  - Establishing the policies through which they shall be achieved
  - Managing staff and resources to that end
  - Monitoring progress towards their achievement

- Be responsible for the supervision of Teaching Assistants

- Provide support and management of pupils within a caring ethos in accordance with school policies and procedures, including the Child Safeguarding/Protection procedures.

- Foster positive relationships with parents, and be involved in home/school liaison, as appropriate,

- Liaise and work in collaboration with therapists and other colleagues/professionals

- Attend and contribute to case conferences as appropriate, as may be directed by the Head Teacher

- Take part in the arrangements for Appraisal

- The job description will be reviewed annually as part of the Appraisal cycle

Person Specification

Teacher

[A]   TRAINING AND QUALIFICATIONS

	Essential or Desirable	Evidence *Application Form* *Letter or Interview*
Qualified Teacher Status	E	A
Degree	D	A
Higher Degree	D	A
Recent Participation in a range of relevant in service training	D	A

[B]   EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT

	Essential or Desirable	Evidence
Management experience • as a Subject Leader • as a Key Stage Leader, SENCO	D D	A L I A L I
Teaching Experience • knowledge and understanding of SEN • across primary and secondary phase • mainstream • knowledge and understanding of Autistic Spectrum Disorders	E D D E	A L I A L I A L I

[C]   PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase:

	Essential or Desirable	Evidence
Pupils' educational development	E	A L I
Schools leadership and management	D	A L I
Curriculum and assessment, including subjects and cross curricular aspects	E	A L I
Effective teaching and learning strategies	E	A L I

'Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults as it's number one priority. This commitment to robust recruitment, selection and induction procedure is shared by all staff and volunteers of Newfield School.'

[C]   PROFESSIONAL KNOWLEDGE AND UNDERSTANDING continued

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase:

School improvement strategies, including use of comparative data to set targets	D	A L I
Local and national policies, priorities and statutory frameworks	E	A L I
Application of ICT to teaching, learning and management	D	A L I

[D]   PERSONAL SKILLS AND ATTRIBUTES

Applicants should be able to provide evidence that they have the necessary personal skills and attributes required by the post.

	Essential or Desirable	Evidence
Leadership (within the context of class teams)	D	A L I
Communication	E	A L I
Inter-personal skills	E	A L I
Ability to prioritise time effectively	E	A L I
Personal impact, confidence and enthusiasm	E	A L I
Self-confidence, personal impact and presence	E	A L I
Commitment, enthusiasm and integrity	E	A L I
Stamina	E	A L I

[E]   CONFIDENTIAL REFERENCES AND REPORTS

References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above.	Essential
Positive recommendation from current employer	Essential
Satisfactory health and attendance record	Essential