



FIVE RIVERS MULTI ACADEMY TRUST

JOB DESCRIPTION / PERSON SPECIFICATION

Post Title	Teacher
Grade	Main Teacher Scale
Responsible to	Principal
Responsible for	
Purpose of job	<i>To teach designated pupils and undertake associated pastoral and administrative duties as well as other general responsibilities, having full regard for the Trust/schools ethos, aims and policies.</i> <i>To Develop tasks related to the development of a curriculum area</i>
Normal base of work	Abbeyfield Primary Academy, Orphanage Road. S3 9AN – however there may be some requirement to work from other Five Rivers Trust sites as appropriate.
Safeguarding statement	<p>Five Rivers MAT is committed to safeguarding and promoting the welfare and safety of children and expect all staff to share this commitment. The successful candidate will be required to complete a Disclosure Barring Service check in line with Section 115 of the Police Act 1997.</p> <p>This post is exempt under the Rehabilitation of Offenders Act, so all criminal convictions must be stated, with dates. Failure to do so will disqualify individuals from appointment and, if appointed may render them liable to immediate dismissal without notice.</p> <p>An individual disqualified from working with children through any of the various means available is guilty of an offence if he or she knowingly applies for or accepts any work in a regulated position i.e. classified as working with children (Criminal Justice and Court Services Act 2000).</p> <p>The Five Rivers MAT will only offer appointments if the above checks are satisfactory; and will allow no unsupervised access to children before completion of all checks.</p>

JOB DESCRIPTION: TEACHER

The post holder must, at all times, carry out his / her duties and responsibilities within the spirit of the Five Rivers Multi Academy Trust, the Trust's policies and within the framework of the Education Act 2002 and the School Standards

Employment Duties

To be performed in accordance with the provisions of the School Teachers' pay and conditions documents and within the range of teachers' duties set out in that document (Part XII of the 'Teachers Pay and Conditions Document').

General Responsibilities

- To pursue the aims of the school in a positive manner and promote the agreed ethos
- To work co-operatively within a whole staff team, and within the year/teaching and learning group to achieve continuous improvement with constant regard to quality in both learning and teaching
- To teach pupils according to their individual needs, including the planning and assessment of work in line with agreed policies of the school
- To monitor and assess children's progress and report to parents
- To implement and maintain the school's policy on discipline and behaviour
- To support the school's endeavours to meet the needs of its community
- Participate in the school's performance management process

Particular responsibilities

- To promote and monitor the organisation of the learning and teaching through a particular subject throughout the school

KEY TASKS

Class Teacher Tasks:

- To plan programmes of work for pupils in co-operation with teaching colleagues within the team in order to ensure that all children are taught by members of that team experience similar learning experiences]
- To plan worked matched to the individual needs of children and within the school's agreed policy and schemes of work
- To produce written records of such planning in accordance with school policy
- To assess and record pupil's achievements and progress within the statutory requirements and the school's assessment policy and report to parents.
- To contribute to meetings, discussions and management systems necessary to ensure the co-ordination of the work of the school as a whole.
- To ensure that the classroom is kept tidy and attractive, with children's resources readily available for them to find independently.
- To contribute to the ideas within and implementation of the School Improvement Plan
- To supervise the use of support staff relevant to the class.
- To contribute to the provision of a safe and secure learning environment

Footnotes:

- I. The above details are not exhaustive and the postholder may be required to undertake tasks, roles, and responsibilities as may reasonably be assigned to him/her by the Senior Management Team.
- II. This job description may be reviewed at anytime via consultation between the governing body and/or Senior Management Team representatives and the postholder as may be necessary and appropriate to the needs of the school. Trade union representation will be welcomed in any such circumstances.

Person Specification/Profile – Teacher

	Essential	Desirable
Teaching Qualifications	Qualified teacher status	A relevant National Professional Qualification
Professionalism	<p>Able to work with professional integrity, honesty and transparency.</p> <p>Demonstrates for self and others</p> <p>Open and adaptable to new ways of working that promote the ethos of the Trust and the school</p> <p>Commitment to maintaining confidentiality at all times</p> <p>Committed to working well with colleagues, developing and maintaining positive working relationships. Values differences of opinion and different ways of working.</p> <p>Ability to self-manage work-load and competing priorities</p> <p>An effective communicator, both written and orally</p>	<p>Shows a strong commitment to values which align well with the Trust & the School</p> <p>Experience of being a role model with a team and supporting colleagues</p>
Safeguarding	<p>Knowledge of Keeping Children Safe in Education</p> <p>Passionate about safeguarding children</p> <p>Commitment to the use of positive behaviour strategies to achieve a culture that promotes fairness, respect and consideration towards others</p> <p>Zero tolerance of bullying of any kind</p> <p>An understanding of the teacher's role in supporting the whole child: relationships, identity, mental health, basic needs and overall well being</p>	<p>Safeguarding Training</p> <p>Experience of initiating school policies and procedures for Safeguarding</p>

	Essential	Desirable
Professional development	<p>Evidence of and commitment to professional development or study in the last 5 years</p> <p>Commitment to working collaboratively to improve practice</p>	<p>Clear commitment to a future career with the Five Rivers Trust</p> <p>Experience of working collaboratively to improve practice</p>
Diversity Equality & Inclusion	<p>Promotes equality and celebrates diversity; understands the need for equity not equality; acknowledges and takes steps to eradicate unconscious bias in own practice</p>	<p>Experience of championing Diversity, Equality and Inclusion in professional setting</p>
Teaching & Learning	<p>Experience of planning effective sequences of lessons using National curriculum requirements and relevant schemes of work</p> <p>Teaching experience in a relevant key stage or year group</p> <p>Committed to developing teaching practice through research</p> <p>Experience of assessing pupils' learning and development needs to set work that is well-matched to pupils abilities, stimulating and challenging</p>	<p>Proven track record of leading a specialist subject area that has led to positive impact on children's learning and development</p> <p>Teaching experience across a wide range of year groups</p> <p>Experience of using research-based strategies to develop own practice or that of others</p> <p>Experience of using a wide range of formative and summative assessment practices to address gaps in learning</p>