

JOB DESCRIPTION

Employment Details

Job Title	Class Teacher
Reports to	Principal
Salary Band	MPS

Safeguarding Commitment:

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical clearance, evidence of qualifications and verification of the right to work in the UK.

Purpose of the Role

- To deliver the curriculum to pupils within a KS1/2 year group.
- To help to ensure that all the children in KS1/2 are able to learn and achieve to the best of their ability.
- To maintain the positive ethos and core values of the school, both inside and outside the classroom
- To support initiatives decided by the Principal and staff;
- To plan appropriately to meet the needs of all pupils, through differentiation of tasks;
- To be able to set clear targets, based on prior attainment, for pupils' learning;
- To provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
- To keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
- To ensure that the current national conditions of employment for schoolteachers are met.

Responsibilities

Pastoral Care

- To help promote and safeguard the welfare of all children.
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all children and to implement policies and procedures to foster them.
- Ensure that a high standard of care and good order for all children is maintained.

Communication and Community Links

- To fully support the life and work of the school.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors.
- To ensure that parents and pupils are well informed about the KS1/2 curriculum, attainment and progress and are able to understand and contribute to targets for improvement.
- To participate in meetings which relate to the school's management, curriculum, administration or organisation

Communication and Community Links

- To fully support the life and work of the school.

- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors.
- To ensure that parents and pupils are well informed about the KSI curriculum, attainment and progress and are able to understand and contribute to targets for improvement.
- To participate in meetings which relate to the school's management, curriculum, administration or organisation

Culture

- Support the school's values and ethos by contributing to the development and implementation of policies practices and procedures.
- Help create a strong school community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- Help develop a school culture and ethos that is utterly committed to achievement.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

Additional Duties and Responsibilities

The principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required. The post holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's grade and whenever reasonably instructed.

The post holder will respect the need for confidentiality at all times while performing this role.

The post holder must at all times carry out their responsibilities with due regard to Trust policy and arrangements for Health and Safety at Work.

All staff within The White Horse Federation will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities.

Safe Working Practices with Children

It is the responsibility of each employee to carry out their duties in line with The White Horse Federation's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.

General Data Protection Regulations

The post holder is required to comply with GDPR regulations and to maintain awareness of Trust policies and procedures in this area. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.

Equality and Diversity

There is a requirement for the post holder to promote the equality and diversity agenda within their own role and areas of responsibility and across the department. In fulfilling the requirements set out in this job description, the post holder will apply The White Horse Federation's commitment to equality by treating all employees fairly and without discrimination.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being processed. Any review will be carried out in consultation with the post holder before any changes are implemented.

Developed by:		Issue Date:	
Post Holder signature:		Signature Date:	

PERSON SPECIFICATION

Qualifications and Training	
Essential	Desirable
<ul style="list-style-type: none"> • Recognised teaching qualification • Attendance at a range of relevant INSET/CPD dealing with current educational issues 	<ul style="list-style-type: none"> • Willingness to attend further relevant study • Commitment to own professional development
Skills and Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Dedicated KSI/2 classroom practitioner with high expectations for pupil attainment and behaviour • Knowledge of effective strategies for raising standards • Experience of using assessment for learning effectively to ensure good progress • Experience of working with and effectively deploying teaching assistants • Experience of tracking and assessing across the core and foundation subjects • A clear personal philosophy of education and vision for the future • Knowledge and success in positive behaviour management • Thorough knowledge of the new National Curriculum • Ability to work effectively within a team • Ability to develop a challenging, creative, effective and stimulating curriculum • Ability to use a range of interactive technology to enhance the curriculum and engage learners • Understanding of a range of techniques to develop independent and collaborative learning 	<ul style="list-style-type: none"> • Experience of setting and reviewing own targets for performance management/Appraisal • Willingness to lead a subject area • Ability to lead musical / creative activities
Specialist Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> • Excellent inter-personal skills and communication skills with all stakeholders • An up to date knowledge of relevant legislation and guidance in relation to working with and the safeguarding of children and young people • Commitment to developing positive relationships with pupils and families • Flexibility and enthusiasm 	<ul style="list-style-type: none"> • Be prepared to challenge underachievement • Be a reflective practitioner • Commitment and willingness to involve yourself in the life of the school

Personal Traits

The successful candidate will:

- Appreciate the differences between people regardless of ability or background and treat peoples' values, beliefs, cultures and lifestyles with respect and dignity at all times.
- Understand the boundaries of appropriate behavior when working with children and young people and always act in a way that respects these boundaries.
- Understand the principles of confidentiality and adhere to them in respect to the information available within the workplace.
- Have values that align with the ethos and culture of The White Horse Federation.