



Job Description for Class Teachers

JOB TITLE :	Class Teacher
GRADE :	Teachers' Main pay scale or Upper Pay Spine
JOB PURPOSE :	To deliver outstanding teaching and learning opportunities that enable all pupils to fulfil their potential
RESPONSIBLE TO:	The Headteacher

MAIN DUTIES AND RESPONSIBILITIES:

The teacher will undertake all duties required of a qualified teacher identified in the School Teachers' Pay and Conditions Document and will undertake class teaching within the school.

1. Contribute to whole school and year group curriculum planning that meets the needs of all pupils.
2. Promote excellence, equality and high expectations of all pupils, and the wider school community, ensuring a consistent and continuous school wide focus on pupils' achievement, with learning at the centre.
3. Monitor and assess pupil results and attainment, ensuring appropriate records have been kept, and use performance information to inform individual pupil, class and year group targets, lesson planning and the preparation of differentiated work, which meets the needs and potential of all pupils.
4. Contribute to the effective deployment of support staff and resources (ICT and consumables) within the class.
5. Develop high quality teaching and learning, including the monitoring of the curriculum planning and the giving of feedback and advice, assisting and supporting colleagues with the planning and delivery of a differentiated, creative, active and stimulating curriculum.

6. Support the school's pastoral system, within the year group, class and with individual pupils.
7. Contribute to the school's professional development and research process, coaching and mentoring colleagues and PGCE/ITT students, as required, monitoring some teaching in the curriculum area and the input of class support staff.
8. Play a full part in the life of the school community, supporting the ethos of the school, and encouraging staff, parents and pupils to do likewise. Comply with school policies and procedures in areas such as assessment, behaviour management, communication with parents, teaching English as an additional language, induction, planning, staff meetings, parental events.
9. Regularly review own practice, set personal targets and take responsibility for your own professional development.

CONTEXT:

All teaching staff are part of a whole school team. They are required to support the values and ethos of the school and school priorities as defined in the School Improvement Plan. This will mean focussing on the needs of colleagues, parents and pupils and being flexible in a busy pressurised environment.

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

CVs will not be accepted for any posts based in schools.

CLASS TEACHER PERSONNEL SPECIFICATION

Grid for preparing Personnel Specification and for short listing

SPECIFICATION	ESSENTIAL	How Measured	DESIRABLE	How Measured
Qualifications	Qualified Teacher Status or Post Graduate Certificate of Education.	4	Safer recruitment training	4
			Degree	4
Experience	Teaching experience and an exemplar teaching practitioner and role model.	2,5	Evidence of relevant continuing professional development in an accredited area of training or leading to a further professional qualification.	1, 2
			Experience of working with children with special educational needs.	1,2
			Experience of teaching in a multi-cultural environment.	1,2
			Experience of teaching pupils for whom English is not their first language.	1,2
Knowledge/Skills/Ability	Using appropriate evidence to inform target setting and planning.	1,2		
	Demonstrable ability to improve the quality of learning and teaching using research and evidence informed practice.	1, 2		
	Demonstrable ability to use pupil performance information to improve standards.	1, 2, 5		
	Ability to communicate effectively with pupils, parents, partners and governors.	2, 5		
	Ability to embrace and develop inclusion and diversity.	1, 2, 5		

Knowledge/
Skills/ Ability

Able to work as part of, and contribute to, a whole-school, multi-disciplinary team.

1,2

1,2

Able to monitor and evaluate teaching and learning.

Able to identify the necessary resources which ensure high quality teaching and learning.

1,2

Able to assess the needs of individuals to inform lesson planning.

1,2,5

Able to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly.

5

Equality Issues

Demonstrable commitment to inclusive teaching and learning.

2,5

Awareness of the effects of discrimination on pupils, parents, colleagues and policy.

1,2

Competencies

Ability to keep pupils and staff safe. This includes demonstrating the following:

1,2, 5

Appropriate motivation to work with young people and passion for education

Effective team builder with strong presence, self belief and highly developed interpersonal skills. Ability to form appropriate relationships with young people

Emotional resilience in working with challenging behaviours.

Appropriate attitudes to use of authority and maintaining discipline. Good judgement with an open, accessible management style including a willingness to listen.

Enthusiasm and inventiveness in thinking.

A capacity for reflection.

School (Specific) A willingness to be involved in all aspects of school life; including outside of normal school hours and days. 2

Understanding of how physical education and school sport can impact on school improvement and the school as a whole. 1,2,5

A willingness to undertake a DBS check. 1, 2

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that River Bank's policies are reflected in all aspects of his/her work, in particular those relating to;

- i. Equal Opportunities
- ii. Health and Safety
- iii. (iii) Data Protection Act (1984 & 1998)
- iv. (iv) Safeguarding

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