

## JOB DESCRIPTION

Denbigh Primary School Job Descriptions support the ethos, aims and vision of the school, as outlined in the School Improvement Plan (SIP). Their aim, collectively, is to ensure that we help children achieve more and follow the principles of Keeping Children Safe in Education.

**Job Title: CLASS TEACHER**

**Salary Scale: MAIN PAY RANGE**

**Responsible to: LEADERSHIP TEAM**

### PURPOSE OF POST:

The post holder has a teaching commitment in EYFS/KS1/KS2. The teacher will contribute to the School Improvement Plan, supporting the ethos, aims and vision of the school.

### PRINCIPAL 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 in a designated year group/curriculum area\*.

1. Assist in whole school, year group and lesson planning which meets the needs of all pupils.
2. Co-ordinate/ act as a subject specialist in a curriculum area including monitoring and assessment, policy assessment and teaching strategies, consulting with colleagues and feeding back to the Leadership Team.
3. Monitor and assess pupil results and progress, ensuring appropriate records have been kept, and use performance data 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. Support the school's pastoral system, within the year group, class and with individual pupils.
5. Contribute to the school's performance management process, coaching and mentoring colleagues and PGCE/GTP students, as required, monitoring some teaching in the curriculum area and the input of class support staff.
6. Contribute to the effective deployment of support staff and resources (ICT and consumables) within the class.
7. 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, feedback, behaviour management, communication with parents, teaching English as an Additional Language, SEN, Gifted and Talented, cover, induction, planning, staff meetings, and parental events.
8. Ensure personal professional development, being up-to-date in national and local developments, participating in whole school and individualised INSET and sharing with others.

## **DIMENSIONS:**

**Financial Resources:** N/A  
**Other:** N/A

### **(DBS) – Disclosure & Barring Service:**

Because of the nature of this job, it will be necessary for an Enhanced 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 school. 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.

Disclosures are handled in accordance with the DBS Code of Practice which can be accessed from the Children and Learning Department, HR Division, or on [www.disclosure.gov.uk](http://www.disclosure.gov.uk)

This post is classified 'regulated activity' in accordance with the Safeguarding Vulnerable Groups Act 2006. You must register with the Independent Safeguarding Authority, and have your registered status confirmed by Luton Borough Council, in order to undertake this post.

*'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 Criminal Records Bureau.'*

*Data Protection: Our 'Privacy Notice for Applications' explains how we collect, store and use personal data about candidates applying for school vacancies, in line with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. To view our full 'Privacy Notice for Applications' please visit our school website [www.denbighprimary.com](http://www.denbighprimary.com).*

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

## PERSON SPECIFICATION – CLASS TEACHER

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.  
Essential (E):- without which candidate would be rejected    Desirable (D):- useful for choosing between two good candidates.

<b>Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the essential and desirable criteria.</b>				
<b>Attributes</b>	<b>Essential</b>	<b>How Measured</b>	<b>Desirable</b>	<b>How Measured</b>
<b>Experience</b>	Teaching in the relevant Key Stage and curriculum areas. Using data to inform target setting and planning.	1,2  1,2	Working with children with English as an Additional Language.	1,2
<b>Skills/ Abilities</b>	Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies). Able to use ICT to support both the curriculum and work organisation. Able to work as part of, and contribute to, a whole-school, multi-disciplinary team. Able to monitor and evaluate teaching and learning. Able to identify the necessary resources which ensure high quality teaching and learning. Able to assess the needs of individuals to inform lesson planning. Able to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly.	1,2  1,2  1,2  1,2  1,2,5  5	Able to coach and mentor others.  Key stage / subject specialism	1,2    1,2
<b>Equality Issues</b>	Demonstrable commitment to inclusive teaching and learning (including SEN, G&T, EAL). Awareness of the effects of discrimination on pupils, parents, colleagues and policy.	2,5  1,2		
<b>Competencies</b>	Able to demonstrate the appropriate motivation to work with young people Able to form appropriate relationships with young people  Emotional resilience in working with challenging behaviours  Appropriate attitudes to the use of authority and maintaining discipline	1,2  1,2  1,2  1,2		
<b>Education and Training</b>	Qualified Teacher Status  Evidence of ongoing CPD.	4  1.2	Evidence of meeting the Threshold Standards Sustained and substantial performance in the threshold standards	1,2  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 postholder will ensure that school policies are reflected in all aspects of his/her work, in particular those relating to; (i) Equal Opportunities (ii) Health and Safety (iii) Data Protection Act (1984 & 1998) (iv) Code of Conduct

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.