

Dear Applicant,

Thank you for your interest in this vacancy with our Trust.

I am delighted to introduce myself as the Chief Executive Officer (CEO) of Tennyson Learning Community. As CEO, I have a key role in ensuring that all academies within the Trust are providing effective, developmental and exciting provision to all our learners.

The Tennyson Learning Community works with many organisations outside of the trust and has ambitious plans to continue this through the provision of bespoke support and training to all partner schools and is supporting its academies to become the very best that they can be.

I have a strong belief in providing every child in the MAT the opportunity to develop the life skills necessary to become confident and successful lifelong learners. As Chief Executive Officer, I am working with our central team and academy leaders to achieve this for all children, regardless of their starting points.

I have been Headteacher here since 2006 and have substantial experience of school improvement as a National Leader of Education. (NLE)

Our academies are encouraged to develop as their own distinctive schools, believing this is how they can best respond to local need. We do, however, work within a common structure and ethos rooted within the TLC vision. We are creating a collaborative culture of continuous and joint improvement in teaching and learning where diversity is celebrated. I am a strong advocate for improving standards for our disadvantaged children.

I am very proud to lead the Tennyson Learning Community and encourage you to find out more about us. If you would like to visit, please get in touch. You will be warmly welcomed.

***Hilary Power***  
***Chief Executive Officer***  
***The Tennyson Learning Community***



## Class Teacher - Full Time

### Tennyson Road Primary School

Salary Range:	MPR/ UPR Teachers Pay and Conditions (depending on experience)
Responsible to:	The CEO, The Head of School, Senior Leaders, Year/ Phase Leader
Responsible for:	Excellent outcomes for pupils, Safeguarding
Liaison with:	Year/ Phase Teams. Subject leaders
Terms and Conditions:	Teachers Pay and Conditions

### The Role

You will be responsible for the daily organisation and management of a class of primary age children and to participate in curriculum development.

You support the ethos, aims and vision of the school and the Tennyson Learning Community.

### 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.

- Assist in the whole school, year group and lesson planning which meets the needs of all pupils.
- 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, which meets the needs and potential of all pupils.
- Support the school's pastoral system, within the year group, class and with individual pupils.
- Contribute to the school's performance management 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.
- Contribute to the effective deployment of support staff and resources (ICT and consumables) within the class.
- 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 the likewise. Comply with school policies and procedures in areas such as assessment, marking, behavior management, communication with parents, teaching English as an additional language, cover, induction, planning, staff meetings, parental events.
- Ensure personal professional development, being up to date in national and local developments, participating in whole school and individualised INSET and sharing with others.



## Person Specification

This acts as selection criteria and gives an outline of the types of persons and the characteristics required to do the job.

**Essential:** without which candidate would be rejected.

**Desirable:** Please make sure when completing your application form, you give clear examples in your supporting statement as to how you meet the essential and desirable criteria.

Attributes	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"><li>• Teaching in the primary phase</li><li>• Using data to inform target setting and planning</li></ul>	<ul style="list-style-type: none"><li>• Working with children with English as an additional language</li><li>• Working with children with Special Educational Needs and/or vulnerable groups</li></ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"><li>• Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies)</li><li>• Thorough understanding of the national curriculum accountability measures, including for the assessment and tracking of pupil progress, pupil attendance</li><li>• Able to use IT to support both the curriculum and work organisation</li><li>• Able to work as part of, and contribute to, whole-school, multi-disciplinary teams</li><li>• Able to identify the necessary resources which ensure high quality teaching and learning</li><li>• Able to effectively plan and deliver high quality lessons</li><li>• Ability to evaluate the impact of teaching and learning, assess the needs of individuals, provide feedback and thereby develop future planning</li></ul>	<ul style="list-style-type: none"><li>• Able to coach and mentor others</li></ul>



<b>Equality Issues</b>	<ul style="list-style-type: none"> <li>• Demonstrable commitment to inclusive teaching and learning</li> <li>• Awareness of the effects of discrimination on pupils, parents, colleagues and policy</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of the provision made for vulnerable and disadvantaged pupils and how this applies to the classroom context.</li> </ul>
<b>Specialist Knowledge</b>	<ul style="list-style-type: none"> <li>• Demonstrable knowledge of the Curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of how to develop creativity in the curriculum.</li> </ul>

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 and TLC policies are reflected in all aspects of his/her work, in particular those relating to:

1. Equal Opportunities
2. Health and Safety
3. GDPR
4. Code of Conduct
5. Teachers Standards
6. Conduct and Capability

Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust

## Equalities

The Trust has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and to promote its policies in their own work, to undertake any appropriate training and to challenge racism, prejudice and discrimination.

## Safeguarding and Safer recruitment

The Trust is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this commitment.

An ENHANCED DBS check is required for this post. This job description will be reviewed annually to reflect the plans, growth and development of the Tennyson Learning Community. The safety and well-being of our children is central to our ethos, and we expect all staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.



This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all unspent cautions and convictions; and also, any adult cautions (simple or conditional), and spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020).

A person's criminal record will not in itself prevent a person from being appointed to this post.

Applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying.

However, in the event of the employment being taken up, any failure to disclose such offence, as detailed above, will result in dismissal or disciplinary action by the Authority.

