



Name of School / Location:	Green Meadows Academy (There may be occasions where the post holder is required to work at other sites within the partnerships)
Job Title:	Class Teacher
Grade:	MPS/UPS and SEN allowance
Accountable to:	Senior Leadership Team

We have:

- Outstanding aspiration.
- A vision to provide children and families with exceptional educational opportunities.

Our Core Principles are:

- Excellence in teaching and learning.
- Knowledge and skills growth that is celebrated by the community.
- Collaboration with all partners in education and the community.
- Succession planning within the school and beyond.
- Providing an exceptional school experience for our children.

Every employee in Wellspring Academy Trust will ensure that:

- Every pupil enjoys good health and a healthy lifestyle.
- The welfare of every pupil is safeguarded and they know how to stay safe.
- Pupils enjoy and make good progress in learning, leisure and personal development.
- Every pupil makes a positive contribution to society by joining in, taking responsibility and playing a productive part in the community.
- Pupils enjoy social and economic well-being so that they have a good start in life and are able to achieve their full potential and, where possible, secure employment.

Working at Green Meadows Academy, the expectation is that every teacher should:

- Support the ethos of the school and to ensure that its main aims, of meeting pupils' needs and raising their achievements, are met.
- Be aware of the needs of all pupils as they come within the teacher's responsibility and to ensure that teacher expectations match pupils' potential.
- Teach, as required by the timetable, throughout the age range.
- Have personal (or support others in) responsibility for a pastoral group.
- Prepare units of work in the relevant subject areas consistent with school policy. Units of work to be known as medium term curriculum plans.
- Ensure medium term plans and short term planning when required are available on request and are maintained for future reference.
- Maintain a personal teaching file and make it available on request to the Senior Leadership Team.
- Understand the purpose of Planning Preparation and Assessment time, and use it constructively as outlined in the Teachers Pay and Conditions Document.
- Write and review ILPs which identify SMART targets and adhere to school policy.
- Assess and record individual pupil progress in accordance with the school's policy.
- Monitor and record pupil attainment, contribute to the identification of 'next targets' and track their progress using assessment schemes adopted by the school.
- Prepare, write and co-ordinate EHCP annual reviews for pupils for whom they are responsible.

- Attend other meetings which are reasonably within directed time.
- Be a member of a department / key phase and work collaboratively in pursuit of the objectives of that department.
- Liaise with other agencies including medical and social services, as appropriate, with issues relating to pupils' welfare.
- Plan for, and direct the work of teaching support staff.
- To identify the training needs of support staff working within the classroom and deliver appropriate training and development.
- Ensure that adequate information is suitable for supply and school-based teaching cover in the event of absences due to sickness or any other cause.
- Be aware of and operate within the policies of the school.

Safeguarding Responsibilities:

We expect all staff to understand and implement the contents of policies relating to safeguarding including the Child Protection Policy, the Safer Recruitment Policy, the safe working practice policy, the Keeping Children Safe in Education Guidelines, the Safeguarding policy and any other relevant policies as applicable.

We expect all Green Meadows Academy employees to:

- Adhere to all safeguarding arrangements so that pupils stay safe, are healthy, make a positive contribution, enjoy and achieve, and develop skills for economic well-being
- Teach pupils to keep themselves safe
- Protect pupils from bullying, racist abuse, harassment or discrimination, and promotes good behaviour
- Maintain health and safety policies and procedures, including conducting necessary risk assessments as well as regular checks on equipment and premises
- Support the provision of a safe environment and secure school site
- Support the needs of pupils with medical conditions
- Identify and respond appropriately to child welfare and child protection concerns
- Work effectively with key agencies to safeguard and promote the welfare of children
- Prioritise safeguarding, and support the monitoring of policies and practices
- Support to ensure that adults working with children are appropriately recruited and vetted, and receive appropriate training, guidance, support and supervision to undertake the effective safeguarding of pupils.



WELLSPRING

We Make A Difference

Class Teacher - Person Specification

<u>Person Specification</u>	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
QUALIFICATIONS AND EXPERIENCE			
<ul style="list-style-type: none"> To be a qualified teacher. 	✓		Application
<ul style="list-style-type: none"> To have experience of working with pupils with a broad range of SEN including ASC and challenging behaviour 		✓	Application
<ul style="list-style-type: none"> To have a subject specialism. 		✓	Application
<ul style="list-style-type: none"> Enhanced DBS (formerly CRB) 	✓		Application
<ul style="list-style-type: none"> Experience of leading whole school initiatives. 		✓	Application
PROFESSIONAL DEVELOPMENT			
<ul style="list-style-type: none"> Recently relevant in service training in current educational practice. 	✓		Application and selection process
EXPERIENCE			
<ul style="list-style-type: none"> Multi agency working. 		✓	Application and selection process
<ul style="list-style-type: none"> A commitment to communicate and involve parents/carers and pupils in the work of the school. 	✓		Application and selection process
<ul style="list-style-type: none"> A commitment to high standards of achievement. 	✓		Application and selection process
<ul style="list-style-type: none"> An awareness and understanding of and commitment to equal opportunities. 	✓		Application and selection process
CURRICULUM			
To teach effectively and contribute to the work of the school by:			Application and selection process
<ul style="list-style-type: none"> Planning, developing and monitoring appropriate learning activities. 	✓		Application and selection process

<ul style="list-style-type: none"> • Providing a curriculum which meets the young person's entitlement to education which as far as possible meets National Curriculum requirements. • Providing an education which meets the child / young person's individual needs. • Assessing, recording and reporting on children's learning within school. 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>		<p>Application and selection process</p> <p>Application and selection process</p> <p>Application and selection process</p>
<p>SKILLS AND ABILITY</p>			
<ul style="list-style-type: none"> • High level of written and oral communication. 	<p style="text-align: center;">✓</p>		<p>Application and selection process</p>
<ul style="list-style-type: none"> • Organisational skills. 	<p style="text-align: center;">✓</p>		<p>Application and selection process</p>
<ul style="list-style-type: none"> • Ability to relate effectively to pupils, school staff and parents/carers. 	<p style="text-align: center;">✓</p>		<p>Application and selection process</p> <p>Application and selection process</p>
<ul style="list-style-type: none"> • Highly effective oral, written and inter-personal skills. 	<p style="text-align: center;">✓</p>		<p>Application and selection process</p>
<ul style="list-style-type: none"> • The ability to work under pressure and meet deadlines. 	<p style="text-align: center;">✓</p>		<p>Application and selection process</p>
<ul style="list-style-type: none"> • Able to demonstrate a thorough knowledge of innovative approaches to teaching learners with ASC. 		<p style="text-align: center;">✓</p>	<p>Application and selection process</p>
<ul style="list-style-type: none"> • Knowledge of successful strategies for raising the attainment of ASC learners. 		<p style="text-align: center;">✓</p>	
<ul style="list-style-type: none"> • Knowledge of current developments and initiatives in SEND education. 		<p style="text-align: center;">✓</p>	<p>Application and selection process</p>
<ul style="list-style-type: none"> • Hold a full UK Driving Licence with Passenger-Carrying Vehicle entitlement (D1 Category) or a willingness to undertake the required training 		<p style="text-align: center;">✓</p>	<p>Application</p>