



Academies Trust

Person Specification: Teacher

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	Recent experience teaching in a primary school/academy. Experience of effective curriculum planning and assessment. Commitment to providing appropriate challenge and meeting the needs of all children including SEND and more able. Evidence of INSET.	Experience of varying classroom organisation. Experience of working in KS1 and KS2.	
QUALIFICATIONS/ TRAINING	Qualified Teacher Status. Degree. Evidence of professional development/recent training. ICT literate.	Any further professional qualification.	
KNOWLEDGE	Ability to provide an imaginative, interesting and stimulating learning environment. Knowledge of current national initiatives relating to the primary curriculum and assessment.	Knowledge of how to make links in learning and develop a creative curriculum. Knowledge of using online assessment tools.	

	<p>Knowledge of an appropriate range of teaching methods for the primary school.</p> <p>Commitment to parental/community involvement.</p> <p>Willingness to contribute fully to the life of the academy.</p>		
<p>PRACTICAL/ INTERPERSONAL/ INTELLECTUAL SKILLS</p>	<p>An outstanding classroom practitioner – effectively fulfils all of the Teacher’s Standards.</p> <p>Excellent communication skills at all levels.</p> <p>Ability to foster good working relationships with children, parents and colleagues.</p> <p>Ability to manage time and use initiative to solve problems.</p> <p>Ability to work effectively as part of a team.</p> <p>Positive behavior management.</p>		
<p>EQUALITY</p>	<p>Commitment to a policy of Equal Opportunities and Inclusion.</p>		
<p>DISPOSITION – ADJUSTMENT/ ATTITUDE</p>	<p>Highly motivated and committed.</p> <p>Ability to listen and value the opinions of others.</p> <p>Flexible, approachable and enthusiastic with a sense of humour.</p> <p>Uses a variety of teaching and learning strategies to engage children.</p> <p>A commitment to raising standards.</p> <p>Positive attitude towards continuous personal and professional development.</p>		
<p>CIRCUMSTANCES - PERSONAL</p>	<p>Must be legally entitled to work in the UK (Asylum and Immigration Act 1996).</p>		

	<p>Will not require leave during term time.</p> <p>No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (DBS check required).</p>		
<p>PHYSICAL/ SENSORY</p>	<p>Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Disability Discrimination Act 1995.</p>		

POST TITLE:	TEACHER
WORK PATTERN:	SCHOOL TEACHER'S PAY AND CONDITIONS
GRADE:	MPS/UPS

GENERIC INTRODUCTION:

The following information is furnished to assist staff joining the Academy to understand and appreciate the work content of their post and the role they are to play in the organisation. The following points should be noted:

1. Whilst every endeavour has been made to outline the main duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job profile.
2. Employees should not refuse to undertake work, which is not specified on this form, but they should record any additional duties they are required to perform and these will be taken into account when the post is reviewed.
3. Co-op Academies Trust is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment.
4. This academy is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

OBJECTIVES OF THE POST:

The job description should be read alongside the range of professional duties of teachers as set out in the relevant sections of the current Teachers' Pay and Conditions Document. The post holder will be expected to undertake duties in line with the DfE Teacher's Standards, at a level appropriate to their career stage.

PRINCIPAL RESPONSIBILITIES: TEACHING AND LEARNING

- To teach children within the Primary School age range as directed by the Headteacher
- To work within the curriculum policies of the school, with due regard to the requirements of the National Curriculum.
- To be responsible to the Headteacher through the academy management structure.
- To maintain good classroom practice, including the control and use of teaching materials / resources / books relating to class and / or curriculum responsibilities.
- To create a purposeful and stimulating environment in which pupils feel independent, confident, secure and able to develop their potential.
- To be responsible, in the first instance, for the pastoral care, discipline and guidance of the pupils in your class working within relevant school policies and guidelines.
- To provide an inclusive environment through effective planning, drawing on a range of teaching styles, which supports and challenges all learners within the class.
- To assess pupil progress in line with the schools Assessment Policy and use this information to inform future planning.
- To set targets and record and monitor pupils' progress on the school tracking system and use this information to set individual targets and maintain accurate records in accordance with the policies of the academy.
- To identify children with Special Educational Needs and more able pupils and provide appropriate learning activities, with the support of the SEND Leader.
- Make appropriate contributions to the preparation, implementation, monitoring and review of progress and individual targets for pupils.
- To report to parents as required and to consult with parents regarding the educational/emotional needs and progress of their children.
- To plan and supervise the work of support staff and other adults as required and to supervise students as and when necessary.
- To participate in any Performance Management arrangements with regard to local and National guidelines / requirements.

ADDITIONAL RESPONSIBILITIES:

- To be involved in, and contribute to, curriculum development within the academy.
- Responsibility for the learning environment other than their own class base, as designated by the Headteacher. This will include contributing to displays about agreed themes in other areas, for example, corridors.
- To attend staff meetings, planning sessions and INSET. To contribute to discussions as a member of the academy team.
- Carry out any other duties as might reasonably be required by the Headteacher

CURRICULUM RESPONSIBILITIES:

- To prepare and produce, in consultation with colleagues, resources required to support the development of the Creative Curriculum throughout the school and to evaluate and monitor the coverage of the National Curriculum skills progression.
- To monitor progress and evaluate standards with colleagues.
- To develop and update subject policy within the cycle of policy reviews undertaken by Governors.
- To have an enthusiasm for teaching that motivates and supports other staff.

SPECIAL CONDITIONS OF SERVICE:

- No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required).

OTHER CONSIDERATIONS

- To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Designated Safeguarding Lead or the Headteacher.
- To act in accordance with the Data Protection Act and General Data Protection Regulations and maintain confidentiality at all times e.g. access to staff/student/parent and carers files.
- Accept and commit to the principles underlying the Schools Equal Rights policies and practices.
- Be able to perform all duties and tasks with reasonable adjustments, where appropriate, in accordance with the Equality Act.
- Must be legally entitled to work in the UK.