

## LONDON BOROUGH OF BROMLEY



### **Job description**

#### **Class Teacher**

This job description is generic to all teachers working at Riverside School. Teachers could be based at any of our four sites: Riverside St Paul's Cray, Riverside Beckenham, Riverside West Wickham or Riverside Phoenix.

#### **Specific responsibilities:**

- to plan and assess pupils' learning in accordance with the school's comprehensive curriculum and assessment frameworks.
- to utilise a range of teaching approaches in order to maximise pupil achievement.
- to create an exceptional climate for learning within the classroom and apply the requisite classroom leadership and management strategies to achieve this.
- to understand that pupil dysregulation is always a form of communication and to respond analytically and creatively at times of heightened anxiety.
- to establish and maintain a positive regard towards both pupils and staff.
- to work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
- to consult and plan with outside agencies, as appropriate.
- to establish excellent relationships with families to promote pupils' learning and holistic development.
- to organise and maintain a stimulating classroom environment appropriate for the range of activities taking place and the specific needs of the pupils.
- to ensure that resources are organised and readily available to promote learning.
- to keep records of pupils' progress and track and report achievement in line with school systems and statutory requirements.
- to continually reflect upon and refine professional practice according to school's professional learning policies.
- to lead at least one key area from the School Development Plan (dependent on individual strengths and interests).

## **General responsibilities:**

- The education and welfare of designated classes or groups of pupils in accordance with the requirements of Conditions of Employment of School Teachers, having due regard to Riverside School's values, vision, mission, aims, objectives and school policies.
- To share in the corporate responsibility for the wellbeing of all pupils.
- To carry out any reasonable instructions given by the Headteacher.

## **Safeguarding**

Riverside School is committed to providing equality of opportunity and to safeguarding and promoting the welfare of children and young people. There is an expectation that all staff share this commitment. The postholder will be required to adhere to the school's safeguarding procedures and policies and be seen to actively promote them in all aspects of their work.

## **Equal Opportunities**

Riverside School takes its duty to eliminate unlawful discrimination, harassment and victimisation seriously. All staff are expected to share this commitment and foster good relations between different groups and treat all people associated with the Riverside School community with dignity and respect at all times.

## **Health and Safety**

All staff are required to work in accordance with the School's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties they come into contact with. In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work and including such information, training instruction and supervision as necessary to accomplish those goals.

## **General notes**

- Job descriptions are subject to review.
- The responsibilities listed above are the basic essentials of the post; it is always open to the post-holder to propose ways of extending these responsibilities.

## Person Specification for the Post of Class Teacher at Riverside School

<b>Qualifications</b>
Qualified Teacher Status.
<b>Experience</b>
Experience of teaching or supporting pupils with additional needs (in current / previous posts or on teaching placement).
<b>Professional Skills</b>
<p>Evidence of exciting and engaging classroom practice.</p> <p>Evidence of innovative and creative collaborative work with colleagues.</p> <p>Evidence of successful multi-agency working.</p> <p>Proven ability in working successfully as part of a staff team.</p> <p>Evidence of knowing how to evaluate one's own strengths and areas for development.</p> <p>Evidence of high levels of professionalism within a challenging environment.</p> <p>Evidence of successful and personalised work with families.</p> <p>Evidence of effective delegation to support staff.</p> <p>Ability to maintain confidentiality at all times.</p>
<b>Leadership and Management</b>
<p>Evidence of successful experience in a leadership role.</p> <p>Proven ability to support, challenge, develop and lead teams successfully.</p> <p>Evidence of successful experience of developing initiatives and managing change.</p> <p>Proven ability to lead and develop other staff through the modelling of exemplary teaching practices.</p> <p>Evidence of effective contribution to School Improvement Planning processes.</p> <p>Evidence of effective contribution to school self-evaluation.</p> <p>Evidence of high personal performance within a challenging environment.</p> <p>Evidence of innovative and creative work with families.</p> <p>Evidence of effective delegation to staff and effective follow-up to ensure tasks are completed well.</p> <p>Evidence of holding others to account for performance and improved outcomes.</p>
<b>Knowledge</b>
<p>Knowledge of recent curriculum and assessment developments for children with SEN.</p> <p>Knowledge of child development as this pertains to effective teaching and learning.</p> <p>Knowledge of approaches that can be applied successfully with pupils with additional needs.</p> <p>Knowledge of how to provide effective pastoral support for pupils.</p> <p>Knowledge of how to promote advocacy skills in children and young people with additional needs.</p> <p>An interest in educational and leadership research.</p>
<b>Personal Skills</b>
<p>Proven ability to:</p> <p>Generate enthusiasm for new ideas in both pupils and staff.</p> <p>Inspire others with confidence.</p> <p>Communicate effectively to groups and individuals,</p> <p>Demonstrate a flexible approach to a variety of issues and a willingness to listen to others.</p> <p>Analyse situations, to prioritise and to help to implement realistic solutions.</p> <p>Provide advice and guidance to families in a positive and clear manner.</p> <p>Remain calm when working under pressure.</p>
<b>Philosophy</b>
<p>Commitment to the provision of high quality education for all pupils.</p> <p>Expectation of high pupil achievement.</p> <p>Evidence of understanding and commitment to Equality of Opportunity.</p> <p>Respect for pupils' individual differences.</p> <p>Commitment to family partnership in education and developing links between school, home &amp; community.</p>