

|  |  |
| --- | --- |
| **Windale Primary School**  **Job Description** | |
| **Job Title:**  **Terms & Conditions:**  **Pay Scale/ Grade:**  **Post term:**  **Hours:** | Teacher  Teachers’ Pay and Conditions  PT Scale 1-6 and EPT 1-3 as appropriate  Permanent  FTE 1.0 |
| **Responsible to:**  **Line Managing:**  **Work Base:** | Headteacher  NA  Windale Primary School |

|  |
| --- |
| **Job Purpose:**  To provide outstanding learning experiences, those secure outstanding learning and high achievement for a named class. |
| **Key Responsibilities as Class Teacher** |
| * + To take responsibility for a class of children and enthuse them with a desire to learn and an interest in the wider world along with a deep sense of themselves as successful learners.   + To secure high rates of progress that closes gaps and ensures every child secures high levels of skills in English and maths, also in other subjects. This includes excellent use of pupil data, rigorous assessments, marking and feedback as key tools in this element of your work.   + To use the school’s relationships policy to establish and maintain a calm, purposeful environment that optimises learning and emotional health.   + To develop a self-reflective way of working, to constantly strive to improve your practice, and to model and encourage that way of working with all pupils and adults.   + Maintain productive and regular communication with parents and carers, and to work with them sensitively in line with the school’s vision and policies.   + To work with a range of school staff, including those in other trust schools and cross school specialists, to develop, implement and evaluate successful practice.   + To secure agreed school practice and policies in your work with your own children   + To contribute as appropriate to school self-evaluation and school improvement work.   + To maintain a deep commitment to your own professional development using opportunities strengthen your own practice.   + To work with others in developing opportunities for children to present their work, or perform to wider audiences and to work with enterprise and learning opportunities beyond the classroom and school.   + Take on other duties as reasonably requested by the school leadership.   To carry out the professional duties of a teacher as outlined in the School Teachers’ Pay and Conditions document currently in operation, or any subsequent legislation.  This job description should be read in conjunction with the current School Teachers’ Pay and Conditions document and the provisions of that document will apply to the post holder.  **Key Responsibilities as English Lead**   * To scrutinise all pupil performance data for cohorts and groups to secure an in depth understanding of the strengths and weaknesses in English teaching and learning. * To draw up and implement an action plan drawn from all information about current context in pupil performance and strengths and weakness, that moves the pupil performance rapidly towards at least nationally expected outcomes. * To monitor the quality teaching and learning in English through an agreed range of actions including class visits, work scrutiny and learning walks. * To support and challenge individual teachers to secure all at least good in terms of quality of learning and outcomes for their pupils. * Always to work closely with the Senior Leadership Team (SLT), to manage the support and challenge for individual teachers so that it meshes with all other support/ challenge to form a coherent and effective individual teacher’s support plan. * To use all monitoring and performance data to identify aspects of the English policy and practice that are strengths to be built on and to identify specific areas that need to be addressed for improvement. * To support all staff in identifying patterns in performance including gaps for groups and performance over time.   **Working with other stakeholders**   * To work with the other English leaders across the Trust to review current policy and practice in light of all pupil outcomes and changes nationally. * To seek out good practice to ensure their own depth of understanding of the teaching of English continues to develop and to arrange for target teachers to observe such practice within and beyond the school. * With SLT draw up and deliver a varied programme for parents/ carers and families of strategies to strengthen the understanding of what is expected in English and how to help their child.   **School Leadership**   * To create a climate for teaching and learning which leads children to a lifelong love of learning and equips them with the wide-ranging skills and attitudes they need to become and to continue as successful independent learners. * Contribute to the drawing up and implementation of a school improvement plan which identifies key priorities to ensure the school continues to raise standards and thrive. * Model outstanding teaching generally and of English in particular, to inspire all staff to secure and sustain high standards of teaching and learning throughout the school. * To lead teaching and learning of English within the school in a way that models outstanding use of pupil data and relentless drive for improvement to inspire the approach required for other teachers in the school. * Systematically plan, track and evaluate impact of CPD relating to this subject. |
| **Key Tasks – Health & Safety** |
| * Co-operate with health and safety requirements. * Report all defects and hazards to the member of staff responsible for this in your school. * Complete the action risk assessments for all potentially hazardous on/off site activities. * Do not undertake unsafe acts. Inform employer of any “Near-Misses”. * Be familiar with the emergency action plans for fire, first aid, bomb security and off-site issues. * Raise health and safety issues with pupils. |
| **Key Tasks - Other** |
| * Demonstrate a deep commitment to safeguarding and promoting the welfare of children and follow all associated child protection and safeguarding policies of the trust. * Be aware of, and comply with, policies relating to Child Protection, Health & Safety, Equal Opportunities and Confidentiality as well as general staff procedures. * To contribute to the overall vision, ethos and work of the school. * To be an excellent role model for staff and to observe all relevant policies and practice * Maintain confidentially and professional conduct at all times. * Demonstrate a commitment to professional development including active participation in the appraisal process and any relevant further training. * Appreciate and support the role of other professionals. |

|  |  |  |
| --- | --- | --- |
| **Person Specification**  **Teacher** | | |
| ***Windale Primary School is committed to safeguarding the welfare of children and young people and expect all staff and volunteers to share this commitment*** | | |
|  | **Essential** | **Desirable** |
| **Qualifications Criteria** | * Qualified Teacher Status * Qualified to degree level or equivalent * Qualified to work and teach in the UK | * Further training and advancement of teaching skills. * Professional NCTL Courses * Post Graduate Study (Certificate, Diploma, Masters, etc.) |
| **Professional Qualities** | * Work cooperatively as part of a team and deploy support staff effectively * High expectations and commitment to pupils achieving their full educational potential * Strong commitment to inclusion * Create a positive climate for learning in own classroom * Create and maintain positive and supportive relationships with staff, pupils and parents * Reflect on and improve own practice * Commitment to professional development * Competent ICT Skills * Open and deep passion for education with a growth mindset and belief that every child can learn and achieve * Commitment to a set of values that places emotional health at the centre of the school’s ethos and actions * A flexible and forwarded thinking attitude to challenge and adversity | * Extensive experience of working with children with significant barriers to learning * Know a range of approaches to assessment * Know when to draw on the expertise of colleagues * Know how to deliver effective personalised provision * Contribute to the wider life of the school |
| **Experience** | * Experience of classroom teaching. * Working with primary school age pupils | * Experience of primary classroom teaching. * Experience of subject leadership |
| **Safeguarding** | * A deep commitment to securing the safety and wellbeing of all pupils. * The successful applicant will have to undergo a DBS check and references will be required in line with our Child Protection and Safeguarding Policy | * Experience of delivering a curriculum that incorporates safeguarding practice and themes. |