



Raleigh

EDUCATION TRUST

Classroom Teacher

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POST	CLASSROOM TEACHER
Reports to	Head of School/Assistant Principal
Salary range	M3 – M6 / UPS1 – UPS3 + TLR2B
Contract type	Permanent, all year round
Hours	Full time

The role in a nutshell

As a teacher within the Trust, you will have the opportunity to reach out and be a mentor and a role model for children who need the guidance and support that your qualifications and experience will bring to the role.

Classrooms and teachers are learning how to collaborate with our children to secure the very best outcomes they deserve by creating beautiful and important work that they can share with peers and their families.

Suppose nothing makes you happier and more fulfilled than seeing children discover their passion, and experience success in learning, or come to understand the importance of perseverance. You will bring a deep love of learning and pass that knowledge and passion onto our children every day.

Children with additional needs deserve to be treated the same as all other groups of children. They deserve to have the same opportunities and learn the things that their mainstream peers learn. Our specialist school is seeking a qualified teacher who cares about unique children, is keen to see them doing well, but who will push their limits to succeed.

The candidate

The ideal candidate will have or can demonstrate a commitment to undertake professional development:

- Passionate about complex children and committed to meeting their personal needs.
- Committed to school improvement and raising levels of pupil achievement.
- A reflective practitioner, with the ability to plan strategically.
- Someone who can demonstrate excellent organisational, communication and inter-personal skills with colleagues and parents/carers.
- Will share and support the academy's ethos, and have energy and commitment to all aspects of academy life.
- Focused on high expectations of learning and behaviour.
- Committed to inclusion, and have a caring and adaptable approach in supporting children of all abilities.
- A good team player and committed to the wider life of the academy.
- A suitably qualified teacher, ideally with experience of special educational needs.

You will help children and young people learn and develop the skills and character required to foster confidence, curiosity, creativity and empathy. We believe they will progress with the spirit and character necessary to embrace life's challenges.

We welcome applications from everyone who believes they meet the expectations of the role regardless of age, gender, ethnicity, sexual orientation, faith, or disability. To ensure that our staff composition is representative of the communities we serve, applications from groups who are currently under-represented in education including people with disabilities and people from minority ethnic backgrounds are particularly encouraged.

About your benefits

The position attracts an excellent remuneration package including a competitive salary, pension scheme, health assured programme with access to mental health, financial and family support (EAP) and the Cycle Scheme salary sacrifice. You will also receive Mental Health First Aid Training.

We prioritise your professional growth with annual training and development opportunities, training bursaries are available upon request.

General duties and responsibilities

The roles allocated to a Classroom Teacher are diverse, so they may vary from academy to academy.

Role Overview	<ul style="list-style-type: none"> • To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate. • To monitor and support the overall progress and development of pupils as a teacher. • To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential. • To contribute to raising standards of pupil attainment. • To share and support the school's responsibility to provide and monitor opportunities for personal growth and enjoyment. • To work towards the aims set out in each child's EHCP.
Professional Duties	<ul style="list-style-type: none"> • To plan, prepare and teach the curriculum in line with statutory requirements and the academy's curriculum/programmes of study, ensuring teaching is of the highest standard. • To create a stimulating, organised, interactive and informative learning environment that encourages each child to achieve their potential. • To engage in enquiry-based learning as part of the academy's approach to strategic improvement to maintain and develop a teaching and learning environment of the highest standard. • To work co-operatively as part of a team, including planning work for support staff. • To monitor and assess pupils' work, using these assessments to inform planning and set targets that promote continuity and progression. • To ensure the individual needs of the pupils are met through differentiated work, aiming for the highest standards to be achieved by all. • To work in partnership with parents and other members of staff to promote the wellbeing and educational progress of each pupil. • To follow school policies under the direction of the Head of School. • To maintain good order and discipline within the class in line with the school's behaviour policy. • To actively take part in professional development, sharing expertise and experiences as required. • To actively extend own professional learning via collaborative research, attendance at INSET, and reading/research to keep abreast of new developments. • Work alongside other members of staff to review and innovate the curriculum. • To follow guidance and support from members of the senior and middle leadership teams in relation to utilising opportunities for further career development.

Duties & Responsibilities	<p>To work within the framework of national legislation and in accordance with the provisions of the School Teachers Pay and Conditions Document. In addition, the post is subject to compliance with:</p> <ul style="list-style-type: none"> • Trust/Academy policies and guidelines on the curriculum and academy organization. • National Professional Standards for Teachers. • The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of employment. • Common core of skills and knowledge for the children’s workforce. • All teachers have a responsibility for providing and safeguarding the welfare of children and young people that they are responsible for or come into contact with. <p>The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document.</p>
Duties and responsibilities specific to working with Children	<ul style="list-style-type: none"> • Involves a substantial element of working directly with children with SEMH needs. • Requires the exercise of a teacher’s professional skills and judgement in the teaching of children with SEN; • Recording and evaluating SEMH progress using relevant systems.
Trust responsibilities	<ul style="list-style-type: none"> • Support and uphold the Trust’s ethos, values, policies and procedures. • Apply and adhere to the Trust’s Code of Conduct. • Act with professionalism and integrity at all times, promoting the Trust’s values. • Comply with any reasonable request from the Head of School to undertake work of a similar level or commensurate with the role / level of responsibility. • Comply with Data Protection legislation and follow the principles of GDPR. • Promote a commitment to equal opportunities and anti-discriminatory practice adhering to the Trust’s and Academies EDI policies. • Promote a work environment that protects people’s health and safety and welfare in accordance with the Trust’s Health and Safety Policy.

All staff are expected to maintain high standards of customer care in the context of the Trust’s Core Values, to uphold the Equality and Diversity Policy and health and safety standards and to participate in training activities necessary to their post.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer. The responsibility level of any other duties should not exceed those outlined above.

Person Specification

You should be able to demonstrate that you meet the following criteria	Measured by A - Application form B - Assessment task C - Interview D - References	
Education and Qualifications	Required	Assessment
Graduate with Qualified Teacher Status.	Essential	A
Has knowledge of primary or a specialist secondary curriculum	Essential	A
Knowledge and understanding of educating pupils with special educational needs	Desirable	A
Evidence of continuous professional development	Desirable	A C
Experience and knowledge		
Experience of working with pupils with special educational needs	Essential	A D
Successful teaching experience within the primary/secondary phase	Essential	A C D
Experience of working with vulnerable pupil's families	Essential	A C
Experience of contributing to curriculum development	Desirable	A B C
Experience of planning and delivering high-quality, engaging lessons	Essential	A C
A strong understanding of the National Curriculum and assessment frameworks.	Essential	A B C D
Understanding of safeguarding responsibilities and Keeping Children Safe in Education.	Essential	A B C D
Skills		
Ability to inspire, motivate and engage pupils in their learning.	Essential	A C D
Strong classroom management and organisational skills.	Essential	A C D
Strong communication and interpersonal skills with pupils, colleagues, and parents.	Essential	A C
Ability to reflect on practice and implement improvements.	Essential	A C D
Personal Characteristics		
Conviction that all pupils can succeed and a commitment to securing the highest achievement for all.	Essential	A B C D
The personality to engage and enthuse colleagues, pupils and parents.	Essential	B C D
A passion for working with pupils with special educational needs	Essential	C D
Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work	Essential	C D
A commitment to safety and safeguarding of pupils	Essential	A B C D
Show total commitment to the Academy's wide community	Essential	A C D
Be willing to undertake training and development, as necessary, to enhance service deliver	Essential	A D

About the application process

If you meet the criteria and you are enthusiastic about the role, we would welcome your application.

To complete the application process, you will need to complete the application form and associated documents through the portal which can be found at: <https://raleigheducationtrust.facebook.co.uk/vacancies>

Only candidates requested for an interview will be contacted. If you are not invited, we thank you for your interest in this exciting post with the Trust.

Raleigh Education Trust is obliged by law to operate a checking procedure for employees who have substantial access to children and young people. It is an offence to apply for a position within a school or trust if you are barred from engaging in regulated activity relevant to children.