

Class Teacher

Application Pack

Great Heath Academy – May 2019

Improving Education

Together.

Primary

Academy

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Improving Education

Together.

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01. About Academy

# Transformation Trust

We’re on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

These are the things we hold dear

## Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do. Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

## Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

## Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.

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**Great Heath Academy**

We are a three form entry primary academy with an attached nursery currently catering to over 550 pupils in total. We believe that learning should be fun and in pursuit of that aim use the International Primary Curriculum to link learning into exciting themes and to give the children a sense of their place in the World. We have fantastic resources including an enormous field with excellent sporting facilities, dedicated art and cookery rooms and a purpose built library with over 4000 books! In our last Ofsted inspection (April 2018) we were rated as **good** in every category. We are pleased with this but we want to be outstanding and to do so we need to make other improvements and raise our academic standards much further. That is why we are always looking for ways to make this academy even better, whether it is teaching, learning and the curriculum, our pastoral provision or even the building, grounds or resources. We believe that working in partnership with parents is an essential element in helping us achieve our aims as we know that strong partnerships, quality teaching and learning and high expectations at all times, will help pupils realise their full potentials, lead to higher levels of attainment, promote good citizenship and prepare pupils well for their future.

We are proud to be part of [**Academy Transformation Trust**](http://www.academytransformationtrust.co.uk/) a Multi Academy Trust (MAT) with academies locally and in other parts of the UK .

02.

Great Heath Academy

Information

To find out more, please visit

www.greatheathacademy.attrust.org.uk

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# 03. Job Description

Class Teacher

**Job Title – Class Teacher (MPS)**

The responsibilities listed below are complimentary to the Conditions of Service for Teachers.

**Job Purpose:**

To carry out professional duties and to have responsibility for an assigned class. To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities. To promote the aims and objectives of the school and maintain its philosophy of education.

**Responsible to:**

School leadership team, local governing body and ATT.

**Appraisal managed by:**

Executive Head / Head of School

**Role Specific Duties and Responsibilities:**

* To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children’s learning.
* To plan and prepare lessons in order to deliver the National Curriculum ensuring breadth and balance in all subjects.
* To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
* To maintain good order and discipline among the pupils, safeguarding their health and safety.
* To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
* To plan opportunities to develop the social, emotional and cultural aspects of pupils’ learning.
* To maintain a regular system of monitoring, assessment, record-keeping and reporting of children’s progress.
* To prepare appropriate records for the transfer of pupils.
* To ensure effective use of support staff within the classroom, including parent helpers.
* To participate in staff meetings as required.
* Contribute to the development and co-ordination of a particular area of the curriculum.
* To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
* To ensure that school policies are reflected in daily practice.
* To communicate and consult with parents over all aspects of their children’s education – academic, social and emotional.
* To liaise with outside agencies when appropriate eg. Educational Psychologist.
* To continue professional development, maintaining a portfolio of training undertaken.
* To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
* To support the Headteacher in promoting the ethos of the school.
* To promote the welfare of children and to support the school in safeguarding children though relevant policies and procedures.
* To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
* To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Schools Health and Safety policy and any school-specific procedures / rules that apply to this role.

An annual review of this job description and allocation of particular responsibilities will take place as part of the Performance Management Review. This job description should be read in conjunction with the DFE Teachers’ Standards

**Job Title – Class Teacher (UPS)**

The responsibilities listed below are in addition to those in the job description for MPS and should be read in conjunction with them.

**UPS1**

Teachers should meet the following Performance Threshold Standards and have evidence to show:

KNOWLEDGE AND UNDERSTANDING

1. Teachers should demonstrate that they have a thorough and up-to-date knowledge of the teaching of their subject(s) and take account of wider curriculum developments which are relevant to their work.

TEACHING AND ASSESSMENT

1. Teachers should demonstrate that they consistently and effectively plan lessons and sequences of lessons to meet pupils’ individual learning needs.

2. Teachers should demonstrate that they consistently and effectively use a range of appropriate strategies for teaching and classroom management.

3. Teachers should demonstrate that they consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.

PUPIL PROGRESS

1. Teachers should demonstrate that as a result of the teacher’s teaching, their pupils achieve well relative to the pupils’ prior attainment, making progress as good or better than similar pupils nationally. This should be shown in marks or grades in any relevant national tests or examinations, or school-based assessment for pupils where national tests and examinations are not taken.

WIDER PROFESSIONAL EFFECTIVENESS

1. Teachers should demonstrate that they take responsibility for their professional development and use the outcomes to improve their teaching and pupils’ learning.

2. Teachers should demonstrate that they make an active contribution to the policies and aspirations of the school.

PROFESSIONAL CHARACTERISTICS

1. Teachers should demonstrate that they are effective professionals who challenge and support all pupils to do their best through:

a. inspiring trust and confidence;

b. building team commitment;

c. engaging and motivating pupils;

d. analytical thinking;

e. positive action to improve the quality of pupils’ learning.

**UPS2**

Teachers should meet and have evidence of the following criteria:

The achievements of post-threshold teachers and their contribution to the school should have been substantial and sustained. They should continue to meet threshold standards; and have grown professionally by developing their teaching expertise post threshold.

**UPS3**

Teachers should meet and have evidence of the following criteria:

UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils’ learning.

04. Person Specification

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| --- | --- | --- | --- |
| **FACTOR** | **ESSENTIAL** | **DESIRABLE** | **ASCERTAINED BY** |
| **QUALIFICATIONS and EXPERIENCE** | * **Qualified Teacher Status** * **Degree** * **Registration with the General Teaching Council** | * **Currently**   **teaching effectively in a primary school**   * **Taught in Y5 and/or Y6** | * **Application Form** * **Documentary Evidence** |
| **KNOWLEDGE AND UNDERSTANDING** | * **To have a clear understanding of the National Curriculum and its application.** * **A knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class and provide work which is differentiated to cater for the entire ability range.** * **To be able to develop a creative curriculum** * **To motivate and inspire pupils** * **An understanding of team work** | * **To have an understanding of subject leadership** | * **References** * **Interview** |
| **COMMUNICATION** | * **The ability to communicate effectively in a verbal and written form to a range of audiences.** |  | * **Application Form** * **Interview** |
| **SKILLS AND APTITUDES** | * **The ability to teach a wide range of subjects across the primary age range.** * **To be able to use effectively a variety of teaching and organisational styles and resources including ICT.** * **A willingness to work throughout the Primary School.** * **To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development.** * **Ability to set high standards and provide a role model for staff and pupils.** * **Ability to deal sensitively with people and resolve conflicts.** * **Ability to work with and deploy staff and resources effectively.** |  | * **Application Form** * **References** * **Interview** * **Specific Qualifications or experience** |
| **DISPOSITION** | * **To be committed to raising the levels of achievement of children of all abilities** * **Able to work as part of a team** |  | * **Application Form** * **References** * **Interview** |
| **PERSONAL QUALITIES** | * **Passionate about Learning and Teaching** * **Displays warmth, care and sensitivity in dealing with children** * **Open minded, self evaluative and adaptable to changing circumstances** * **Able to enthuse and reflect upon experience** * **Willingness to be involved in the wider life of the school** * **Ability to prioritise** * **Good interpersonal/communication skills** * **When all the above fail, to maintain good sense of humour, a willingness to**   **learn and the will to continue to strive for excellence** |  | * **Interview** |

05.

How to apply

Salary:

**MPS1 to UPS3 (NQTs very welcome) - with the possibility of a recruitment allowance and/or assistance with removal expenses for the right candidate.**

Closing date:

**Midday Wednesday 22nd May 2019**

Interviews:

**Friday 24th May 2019**

Start Date:

**1st September 2019**

Visits to the school:

Visits to the Academy are very welcome, applicants who wish to visit the Academy Partnership as part of the application process should contact Naomi Brown on 01638 713430 or by email on [n.brown@greatheathacademy.attrust.org.uk](mailto:n.brown@greatheathacademy.attrust.org.uk)

Applying

Please complete our application form and apply by visiting

[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies) and

clicking on **Apply Now** in the top right hand corner.

Great Heath Academy,

Visit:

academytransformationtrust.co.uk

Call:

0121 632 2340

/

2341

Email:

office@academytransformation.co.uk

@AcademyTrust

Forward as one.

Improving Education Together.

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