



Class Teacher, Junior Department
April 2020 start, Fixed term contract
(12 months initially)

Job Profile and Person Specification

Optimum Omnibus

"The best for all"



About the school

Cobham Free School is an independently run, publicly funded school, which opened in September 2012 with its first infant cohort and has now grown to admit pupils up to - and including - Year 12 across the all-through school.

The school is popular, consistently oversubscribed and has just entered an exciting new chapter in its development, with the opening of a sixth form in September 2019.

The school achieved a "Good" rating in all areas for its Ofsted inspection in September 2017. One of the report's many highlights included the inspector comment: *"Leaders have created a culture of high aspirations for all. Staff are committed to the ambitious ethos of the school and provide good support for their pupils."*

About the role

The Governors and Senior Leadership Team wish to appoint a well-qualified, dynamic individual as a Class Teacher, Junior Department (KS1/KS2). The role is to commence in April 2020 and is full-time, fixed term (maternity cover) initially for a year. However, it is highly likely further opportunities available to reflect the school's anticipated growth.

We seek a highly committed, professional teacher to join our talented team and contribute to our vision - to provide an excellent, balanced education to every child, irrespective of background.

As a growing school, we can offer opportunities for development in a supportive and innovative environment.

Applications should be made using the application form available on our website <http://www.cobhamfreeschool.org.uk/jobs> and should be submitted before 22nd January 2020. Early applications are advised and the school reserves the right to make an early appointment.

Visits to the school are warmly welcomed, please contact Sonya Davies, HR on 0330 330 0237 or by email <mailto:hr@cobhamfreeschool.org.uk>.

Cobham Free School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Job Profile

Class Teacher, Junior Department

Job Purpose:

To take responsibility for teaching a primary class, providing a high quality educational experience for all pupils.

Accountable to:

Head of Junior Department

We can offer:

- A competitive salary dependent on experience;
- A strong vision based on innovation and best practice from the state and private sector;
- A real commitment to Continuous Professional Development;
- A supportive Senior Leadership Team who are passionate about education and welcome ideas;
- Small class sizes of 24 pupils, in a happy and busy environment where children behave well and enjoy their learning;
- Free school lunches and holidays generally aligned to the independent sector;
- An innovative approach to ICT where all students have access to Chromebooks and use the Google Apps for Education platform, and;
- A genuinely friendly supportive environment in which all pupils and staff are known to each other.



Key Accountabilities

Class Teacher, Junior Department

General School Duties:

To contribute to the development, implementation and evaluation of school policies, practices and procedures to support the school's values and vision.

To carry out break and supervisory duties as designated.

To attend school staff, parent and other meetings outside normal school hours as required.

To participate/lead off-site activities including residential trips as required.

To offer up to two after school extra-curricular activities each week.

To participate in the wider life of the school.

Teaching and Learning:

To provide a broad, balanced and relevant curriculum for every child in the class.

To plan effectively to meet the needs of all pupils, including EAL, SEN, gifted and talented pupils and those in receipt of Pupil Premium, in collaboration with the SENCO as necessary.

To ensure planning promotes progression, continuity and quality of learning.

To set clear targets for improvement of pupils' achievement and to monitor pupils' progress towards those targets.

To assess, monitor, record and report on the learning needs, progress and achievements of the pupils in your class.

To keep records of pupil progress and report achievements in line with school policy.

To ensure that most teaching is at least good and much outstanding, so as to increase further the rate of pupils' progress.

Ensure the active involvement of pupils in their own learning and develop pupils' skills as independent and resilient learners.

Teaching and Learning:

To be responsible for promoting and safeguarding the welfare of pupils at the school and liaising with the designated safeguarding lead when aware of any concerns.

To review long and medium term plans in collaboration with other staff, taking into account school policy and advice guidance and directives from Department for Education.

To use ICT effectively to support teaching and learning.

To work with other staff to identify relevant school improvement issues and to continue to develop the curriculum, implementing actions within agreed timescales.

To be the first point of contact for pupils and parents.

To organise, direct and support the work of teaching support staff.

To help the class to develop a collective spirit of loyalty, trust and support.

Key Accountabilities

Class Teacher, Junior Department

Other Responsibilities:

To secure a good standard of pupil behaviour and manage behaviour in a firm but caring way, taking into the account the personal, social and emotional needs of the pupils.

To use a range of strategies and the school's policy as required, to manage pupil behaviour and to establish appropriate class rules and expectations.

To work as a member of a team, planning co-operatively, sharing information, ideas and expertise.

To work and liaise with other teachers in the school and the Senior Leadership.

To establish good relationships with parents and carers to promote support for pupils' learning and development.

To have a commitment to equality of opportunity and inclusion.

Management of Resources:

To develop, monitor and control resources within the teaching area.

To organise, plan for and maintain a stimulating and attractive working environment appropriate for a range of activities.

To take responsibility for high quality, frequently updated displays.

To ensure that administrative requirements are fulfilled.

Person Specification

Class Teacher, Junior Department

We are seeking a motivated and enthusiastic individual who can demonstrate the necessary qualities to enhance and complement our dedicated team. These include:

Qualifications and Training

- First degree.
- QTS, as recognised by Department of Education.
- Evidence of recent professional development.
- Driving licence (desirable but not essential).

Knowledge and Skills

- Demonstrates a good understanding of the theory and practice of providing effectively for the individual needs of all pupils.
- Good subject and curriculum knowledge.
- Ability to plan, deliver, assess and record high quality lessons which inspire, motivate and challenge pupils.
- Knowledge of approaches to assessment.
- Experience of leading a subject and of implementing curriculum development (desirable not essential).
- Confident using ICT for teaching, assessment and administration and able to integrate ICT into lesson delivery.
- Creative and self-motivated with ability to establish a happy, challenging learning environment.
- A team player with strong interpersonal skills.
- Able to contribute to the extra-curricular programme.
- Able to communicate effectively (both orally and in writing) to a variety of audiences.
- A clear knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, young people.

Experience

- Recent experience of teaching at Key stage 1 or 2 (essential).
- Experience of delivering a broad and balanced curriculum, including planning, monitoring, assessment, recording and reporting of pupils' progress.
- Experience of teaching pupils with wide ranging abilities.

Personal Attributes

- Dynamic and enthusiastic.
- Excellent communication and interpersonal skills.
- An adaptable and flexible approach.
- Integrity and reliability.
- Readiness to evaluate own professional practice.
- A positive attitude and a good sense of humour.
- Willingness to be involved in school community life.
- A clear commitment to equal opportunities and inclusive education.
- A strong commitment to the protection and safeguarding of students.

Whilst every effort has been made to outline the key duties and responsibilities of the post, every task undertaken may not be identified in this job description. Staff will be expected to act in a professional capacity and be receptive to any reasonable request.