**Job Description**

**Job Title: Classroom Teacher**

**Location: Beacon Primary Academy, Leicestershire**

**Hours of work: Full-time**

**Reports to: Headteacher**

**Purpose of the Role:**

To provide an effective education to pupils within the framework provided by the Headteacher, the Governing Body, DfE and the Local Authority, paying full regard to all statutory requirements.

**Responsibilities:**

**Set high expectations which inspire, motivate and challenge**

**pupils**

* Establish a safe and stimulating environment for pupils, rooted in

mutual respect

* Set goals that stretch and challenge pupils of all backgrounds, abilities

and dispositions

* Demonstrate consistently the positive attitudes, values and behaviours

which are expected of pupils.

**2 Promote good progress and outcomes by pupils**

* Be accountable for pupils’ attainment, progress and outcomes
* Be aware of pupils’ capabilities and their prior knowledge, and plan teaching to build on these
* Guide pupils to reflect on the progress they have made and their

emerging needs

* Demonstrate knowledge and understanding of how pupils learn and

how this impacts on teaching

* Encourage pupils to take a responsible and conscientious attitude to

their own work and study.

**3 Demonstrate good subject and curriculum knowledge**

* Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils’ interest in the subject, and address misunderstandings
* Demonstrate a critical understanding of developments in the subject

and curriculum areas, and promote the value of scholarship

* Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard

English, whatever the teacher’s specialist subject

* If teaching early reading, demonstrate a clear understanding of

systematic synthetic phonics

* If teaching early mathematics, demonstrate a clear understanding of

appropriate teaching strategies.

**4 Plan and teach well structured lessons**

* Impart knowledge and develop understanding through effective use of

lesson time

* Promote a love of learning and children’s intellectual curiosity
* Set homework and plan other out-of-class activities to consolidate and

extend the knowledge and understanding pupils have acquired

* Reflect systematically on the effectiveness of lessons and approaches

to teaching

* Contribute to the design and provision of an engaging curriculum within

the relevant subject area(s).

**5 Adapt teaching to respond to the strengths and needs of all pupils**

* Know when and how to differentiate appropriately, using approaches

which enable pupils to be taught effectively

* Have a secure understanding of how a range of factors can inhibit

pupils’ ability to learn, and know how best to overcome these

* Demonstrate an awareness of the physical, social and intellectual

development of children, and know how to adapt teaching to support

pupils’ education at different stages of development

* Have a clear understanding of the needs of all pupils, including those

with special educational needs; those of high ability; those with English

as an additional language; those with disabilities; and be able to use

and evaluate distinctive teaching approaches to engage and support

them.

**6 Make accurate and productive use of assessment**

* Know and understand how to assess the relevant subject and

curriculum areas, including statutory assessment requirements

* Make use of formative and summative assessment to secure pupils’

progress

* Use relevant data to monitor progress, set targets, and plan

subsequent lessons

* Give pupils regular feedback, both orally and through accurate marking,

and encourage pupils to respond to the feedback.

**7 Manage behaviour effectively to ensure a good and safe learning**

**environment**

* Have clear rules and routines for behaviour in classrooms, and take
* responsibility for promoting good and courteous behaviour both inclassrooms and around the school, in accordance with the school's behaviour policy
* Have high expectations of behaviour, and establish a framework for

discipline with a range of strategies, using praise, sanctions and

rewards consistently and fairly

* Manage classes effectively, using approaches which are appropriate to

pupils’ needs in order to involve and motivate them

* Maintain good relationships with pupils, exercise appropriate authority,

and act decisively when necessary.

**8 Fulfil wider professional responsibilities**

* Make a positive contribution to the wider life and ethos of the school
* Develop effective professional relationships with colleagues, knowing

how and when to draw on advice and specialist support

* Deploy support staff effectively
* Take responsibility for improving teaching through appropriate

professional development, responding to advice and feedback from

colleagues

* Communicate effectively with parents with regard to pupils’

achievements and well-being.

**PERSONAL AND PROFESSIONAL CONDUCT**

A teacher is expected to demonstrate consistently high standards of personal

and professional conduct. The following statements define the behaviour and

attitudes which set the required standard for conduct throughout a teacher’s

career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

* treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position
* having regard for the need to safeguard pupils’ well-being, in accordance with statutory provisions showing tolerance of and respect for the rights of others not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law.
* Teachers must have proper and professional regard for the ethos,policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
* Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

**Other clauses:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers’ Pay and Conditions.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal/Group/Chief Executive
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

**Safeguarding**

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

**Person Specification**

**Job Title: Classroom Teacher**

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| **General heading** | **Detail** | **Essential requirements:** | **Desirable requirements:** |
| **Qualifications** | Qualifications required for the role | * currently completing a course leading to qualified teacher status; or * have recently been awarded qualified teacher status, but not yet completed induction |  |
| **Knowledge/Experience** | Specific knowledge/  experience required for the role | * teaching practice in the appropriate age range * understanding of theory or practice for age range and/or subject you apply to teach * ability to establish strong learning environment (establish or maintain an effective working environment, plan, prepare deliver appropriate programmes of work, assess, record or track pupil learning and use to inform future planning) * ability to vary teaching approach as needed, for example one to one; small group; whole class * differentiate according to learners’ needs * good handwriting, correct spelling and grammar |  |
| **Personal Characteristics** | Behaviours | * understanding of inclusion (special needs, English as an additional language, equal opportunities, diversity) * ability to work as part of a team, both teaching and support staff * ability to communicate effectively with parents or carers * understanding of the importance of continuing professional development |  |
| **Special Requirements** |  | * Successful candidate will be subject to an enhanced Disclosure and Barring Service Check * Right to work in the UK * Evidence of a commitment to promoting the welfare and safeguarding of children and young people |  |