

INVICTUS

Education Trust

CANDIDATE INFORMATION PACK



Learn with **us**, Work with **us**, Belong with **us**!

Job Description

JOB TITLE:	Class Teacher
DEPARTMENT:	Rufford Primary School
GRADE:	Main / Upper Pay Range
REPORTING TO:	Headteacher
RESPONSIBLE FOR:	As per organisation chart
LIASING WITH:	CEO, Headteachers, Senior Leadership Team, Governors, teaching and professional services staff, outside agencies, and the Trust's central team

Main Purpose

All teachers are expected to meet the Teacher Standards at the level that reflects their experience

- Implement and deliver an appropriately broad, balanced, relevant curriculum that is adapted to meet the needs of all pupils
- To ensure that information about pupils' achievements or misconceptions in previous classes and lessons are used effectively as a basis for planning
- To co-ordinate designated curriculum area/areas as appropriate.
- Provide high quality teaching and learning across all subjects.
- Maintain high expectations and standards in classroom practice.
- To ensure the effective development of pupils' literacy, numeracy and information communication technology (ICT) skills throughout your teaching
- Maintain order and discipline while promoting good behaviour.
- Show commitment to continuous improvement in teaching and learning and the development of effective approaches.
- Monitor and support the overall progress and development of pupils as their class teacher.



Mission

'Excellence every day, unlimited ambition and transforming lives'



Vision

'To create a community of inclusive schools where people choose to learn with us, work with us and belong with us, so that everyone succeeds'



Values

- Respect
- Resilience
- Relationships

- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential and which meets their individual needs.
- Contribute to raising standards of pupil attainment.
- Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- Show all pupils that they are valued.
- Contribute to school strategies for addressing barriers to learning that may prevent pupils from achieving their potential.
- Promote and safeguard the welfare of children and young persons you are responsible for, or come into contact with.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To contribute to the promotion of equal opportunities and celebration of diversity in all aspects of the work of the school.
- Be aware of and comply with all current Trust/school policies.

Main Duties

KEY RESPONSIBILITIES

Strategic Planning

- Actively assist in the development of appropriate curriculums, resources, schemes of work/learning, marking policies, assessments and learning and teaching strategies.
- Contribute to the school's development plan and its implementation.
- Plan, prepare and deliver high quality lessons which will provide a positive learning experience for pupils, and support their progress.
- Actively contribute to the delivery of the whole school attainment targets.
- To set homework, in line with school policy, that consolidates and extends learning and encourages pupils to take responsibility for their own learning.
- To contribute towards the implementation of IEPs as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.

Curriculum Provision

- To work with the school's senior leaders to ensure that the curriculum area you co-ordinate provides a range of teaching and learning opportunities, which complement the school's strategic objectives.



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- Take part in the process of curriculum development and change to ensure the continued relevance to the needs of pupils.
- To support curriculum development so that it prepares pupils for the next stage of their learning.

Staffing and Staff Development

- Take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To take personal responsibility for personal and professional development in the relevant areas including thorough and up to date subject knowledge and research and developments in pedagogy.
- Engage actively in the Appraisal process.
- Ensure the effective/efficient deployment of classroom support
- Work as a member of the team and contribute positively to effective working relations with staff and pupils within the school.

Self-Evaluation

- Contribute to the process of monitoring and evaluating your curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- Review from time-to-time methods of learning and teaching and programmes of learning.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pupil support functions of the school.
- Actively participate in the assessment, recording and reporting process including target setting.
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.

Management Information

- Maintain appropriate records and provide relevant accurate and up-to-date information for the school's Information Management System.
- Complete the relevant documentation to assist in assessing pupils achievements.
- Track pupil progress and use this information, along with knowledge of pupils' targets, to inform teaching and learning, adjust planning and guide intervention.

Communications

- Communicate effectively with the parents/carers of pupils.
- Where appropriate, communicate and co-operate with persons or bodies outside the school.
- Follow agreed procedures for communications in the school.
- To respond to requests and anxieties of parents in association with SLT
- To assist with distribution and collection of home-school communications



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Marketing and Liaison

- Take part in marketing and liaison activities such as Open Events, Parents Evenings, Information Evenings and liaison events with partner schools.
- Contribute to the development of effective subject links with external agencies.
- Be constantly aware of the school profile in the local community and enhance this wherever possible.

Environment and Resources

- Support the school in ensuring that your classroom provides an exciting, stimulating and informative environment for learning.
- Assist the SLT in identifying resource needs and contribute to the efficient/effective use of resources.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, faculty and pupils.

Pupil Support

- Promote the personal development, general progress and well-being of individual pupils and of the class as a whole.
- Encourage pupils' full attendance at school, in all lessons and their participation in other aspects of school life.
- Actively participate in identifying and celebrating pupils' achievement.
- Evaluate and monitor the progress of pupils through their targets and their personal profiles and keep up-to-date pupil records as may be required.
- Contribute to the preparation of school reports, progress reviews and other reports.
- Alert the appropriate staff to problems experienced by pupils and make recommendations as to how these may be resolved.
- Plan and deliver lessons which meet the needs of individual pupils through appropriate differentiation, liaising as appropriate with teaching and/or learning support assistants and SEN staff. Reassess and adapt where required.
- Communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff
- Apply the school's behavior and reward systems so that effective learning can take place.
- Be a role model to pupils through personal presentation and professional conduct.

Staffing and Resources

- Undertake any other duty as specified by STPCD not mentioned in the above.
- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.



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Other Specific Duties

- Play a full part in the life of the Trust community, to support its vision, mission and values
- Be an ambassador of the Invictus ethos and to encourage and ensure staff and pupils follow this example
- Be courteous to colleagues and be welcoming to visitors
- Comply with the Trust's Health and Safety Policy and undertake risk assessments as appropriate

Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to carry out any reasonable request to undertake work of a similar level that is not specified in this job description. This job description is current at the date shown but following consultation may be changed to reflect or anticipate changes in the job which are commensurate with the job title and salary

Support For The Trust

- To take a full part in promoting the good name of the Trust and contributing positively to the overall ethos/work/aims of the Trust
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security confidentiality and data protection
- Comply with the Trust's dress code
- Attend and participate in meetings as required
- Participate in training, other learning activities and appraisal as required
- Recognise own strengths and areas of expertise and use those to advise and support others
- It is the responsibility of all adults employed by Invictus Education Trust to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children or young people.

Safeguarding Requirements

We are deeply committed to safeguarding and promoting the welfare of Children and expect all Staff and Volunteers to share this commitment. All necessary Safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertake can be found at: [Keeping Children Safe in Education, 2024](#)

This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children's Barred List Check.



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It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website:

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>.

Positions at the school are exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to a post will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). DBS Filtering guidance can be found on the GOV.UK website.

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>



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Person Specification

	ESSENTIAL	DESIRABLE
Qualifications	A teaching qualification together with Qualified Teacher Status (QTS)	
Experience	<p>A commitment of continued professional development</p> <p>Experience of working with children with SEND</p> <p>Excellent subject knowledge</p> <p>Knowledge and understanding of the National Curriculum requirements across school</p> <p>Excellent classroom manager, able to create a positive, orderly and stimulating environment</p> <p>An understanding of the role of Class Teacher in supporting the welfare and achievement of pupils</p>	<p>Excellent classroom practitioner</p> <p>Experience of teaching across the primary age range</p> <p>Experience of working in any kind of alternative provision</p>
Skills and knowledge	<p>Ability to use and promote a range of teaching & learning strategies</p> <p>Ability to plan and deliver schemes of work to match the needs of learners</p> <p>An understanding of how assessment for learning can improve pupil performance</p> <p>Ability to contribute to the development of Subject Action Plans/School Improvement Plans</p> <p>A confident and competent user of ICT</p>	<p>Ability to plan and deliver lessons to match the needs of all learners & be ambitious for those with SEND / disadvantaged.</p> <p>Experience with pupils for whom English is an additional language</p>



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	<p>Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance pupil learning</p> <p>Ability to use pupil level data to raise standards</p> <p>Ability to communicate both orally and in writing to pupils and their parents/guardians</p> <p>Ability to demonstrate a commitment to equality of opportunity for all pupils</p> <p>Ability to create a stimulating and safe learning environment for all pupils by:</p> <ul style="list-style-type: none"> • Establishing high expectations • Implementing effective classroom management and organisation 	
<p>Personal qualities</p>	<p>Enthusiasm and a positive outlook</p> <p>The ability to work independently and collaboratively as a member of a team</p> <p>Creativity in problem solving, together with a willingness to take on or try new approaches and ideas</p> <p>A positive attitude towards professional development and their own learning</p> <p>Reliability and integrity</p> <p>Excellent personal organisation</p>	<p>A sense of humour</p>



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FLEXIBILITY	To work flexibly to meet the needs of the Trust and its educational establishments. Can be required to work in any location within the Trust
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This job description/person specification may be amended at any time in consultation with the postholder.



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