ROCKWOOD
ACADEMY

Job Description

Core Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Job Title: Class Teacher	**Salary Range:** MPS / UPS
Accountable to: Head of Faculty, Leadership Team, Governing Body, CORE Education Trust	

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which the post holder will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Purpose of Role:

To offer all pupils an effective education in a stimulating environment, which provides equality of opportunity for all.

To ensure all pupils make good or better progress irrespective of their starting points and backgrounds.

To deliver a broad and balanced curriculum that complies with National and CORE Education Trust expectations is in line with the Trust's ethos and schemes of work and is relevant to the age and ability of the children.

To work in collaboration and partnership with pupils, parents/carers, governors, other staff and external agencies.

To be responsible for promoting and safeguarding the welfare of young people within the school.

Key Responsibilities

- To liaise with the Head of Faculty to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the School Development Plan/School Self Evaluation.
- To innovate and encourage innovation in curriculum and pedagogy, supported by the Leadership Team.
- To keep up to date with and respond to national developments in the subject area and teaching practice and methodology.
- To be familiar with the Academy's Child Protection Policy and to report concerns to the designated Child Protection Officer.
- To ensure the behaviour management system is implemented in the curriculum area so that effective learning can take place.
- Set high standards of work and behaviour for yourself and others across the school and be a positive role model to all.
- Plan for progression across the age and ability range you teach, designing effective lessons/programmes of work in accordance with the needs of individual learners.
- Teach challenging, well organised lessons, using an appropriate range of teaching strategies which meet individual learners' needs to ensure all pupils make good progress with some pupils making outstanding progress.
- Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development and carry out all assessment, recording and reporting arrangements stipulated in the staff handbook and school policies.
- Deliver lessons that comply with national expectations, are in line with the school's own ethos and schemes of work and are relevant to the age and ability of the children.
- Ensure that you keep abreast of current school policies and guidance and ensure that your teaching complies to these at all times.
- Advise and work collaboratively with others on the preparation and development of teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements as appropriate.
- Carry out duties as directed and within the remit of the School Teachers' Pay and Conditions document.
- Communicate and consult with parents/carers.
- Communicate and co-operate with any relevant external bodies.
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary with the support of colleagues.
- Be responsible for your own continuous professional development and participate fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal management.

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the children, curriculum or organisation of the school including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Establish a purposeful and safe learning environment for learners.
- Raise all concerns regarding the behaviour, progress or welfare/child protection of any child with the appropriately identified person.
- Ensure that colleagues working with you (e.g. Teaching Assistants, Technicians) are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Participate in and carry out any administrative and organisational tasks within the remit of the School Teachers' Pay and Conditions document.
- Register the attendance of and supervise children, before, during or after school sessions as appropriate
- To participate in the operation of the Academy's Appraisal Scheme.
- Such other duties as may be appropriate to achieve the objectives of the post to assist the leadership team in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.
- Such other duties as may be appropriate to achieve the objectives of the post or to assist the Academy in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.

Special Conditions of Employment

Rehabilitation of Offenders Act 1974

- This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions, cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

Health and Safety

- The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Equality and Diversity

- CORE Education Trust is committed to equality and values diversity. As such it is committed to fulfilling its equality duty obligations, and expects all staff and volunteers to share this commitment. The duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people with whom they come into contact with dignity and respect, and are entitled to expect this in return.

Training and Development

- The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

Mobility

- The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Academy they may be required, in accordance with legitimate operational requirements and/or facilitating the avoidance of staffing reductions.
- This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

- This job description may be subject to review and/or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

Job Description Reviewed By: Principal
Date: 5th September 2015

Person Specification

Job Title: Class Teacher	**Salary**: MPS / UPS	**Location**: Rockwood Academy

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

All posts will be subject to a DBS clearance at Enhanced level.	**Essential**	**Desirable**
Education, Training and Qualifications		
• Degree or equivalent	X	
• Masters in a relevant subject area		X
• Qualified teacher status	X	
• Evidence of and commitment to continuing professional development	X	
Experience, Knowledge, Skills /Competencies		
• Successful school teaching experience with experience of teaching across the age and ability range	X	
• Experience of working in a challenging urban context	X	
• Well-developed subject knowledge	X	
• Knowledge and understanding of the theory and practice of effective teaching and learning	X	
• Knowledge and understanding of key policies in particular: health and safety, child protection, SEN/D and their implementation in schools.	X	
• In depth knowledge of best practice in teaching and learning, including the use of the latest technologies, to support student learning		X
• Plan, prepare and deliver stimulating and engaging lessons, which make effective use of cross curricular links and teach children how to learn	X	
• Assess and record the progress of pupils' learning to inform next steps and monitor progress.	X	
• Teach using an increasingly wide range of teaching strategies to meet differing learning needs and abilities		X
• Successfully deploy a wide range of effective behaviour		

management strategies.	X	
• Communicate effectively both verbally and in writing, to a range of audiences. • Make effective use of ICT across the curriculum when teaching and planning	X X	
Teaching • Teaching judgements that are consistently 'Good' or better	X	
Personal Attributes • Resilience, the ability to work under pressure and be able to meet deadlines • Ability to think strategically, creatively and to prioritise • Excellent communication skills (including written, oral and presentation skills) • Excellent interpersonal skills • A commitment to CORE Education Trust vision, values, aims and the objectives of its academies programme	X X X X X	