

Post title: Class Teacher

Salary and grade: MPS/UPS + SEN Allowance

Line manager/s: Member of Senior Leadership Team (SLT) and the Governing Body



Main purpose of the job:

- Be responsible for the learning and wellbeing of all pupils in the class(es)
- Ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing boundaries appropriate to a Teacher's professional position.
- Work pro-actively and effectively in collaboration and partnership with learners, parents and carers, governors, colleagues and other professionals in the best interests of pupils.
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Key duties and responsibilities

Responsible for:

Teaching:

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching appropriately to build on this demonstrating knowledge and understanding of how pupils learn.
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Work with families on individual targets and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.

Behaviour and Safety:

- Create a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using a positive behaviour support ethos.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Team working and collaboration:

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, 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.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.

Fulfil wider professional responsibilities:

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents and carers with regard to pupils' achievements and well-being using school systems/processes.
- Communicate and co-operate with relevant external professionals and services.
- Make a positive contribution to the wider life and ethos of the school.
- To lead and manage a specialist area of interest which could include the development of a subject across the school or an area prioritised within the school's improvement plan.

Professional development:

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed through the ECT Induction Programme.
- Pro-actively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other:

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
- Other such reasonable duties as determined and delegated by the Senior Leadership Team or Nexus MAT CEO consistent with the grade of the post and the experience of the Post holder.

Additional duties:

As appropriate, the post holder's duties must be carried out in compliance with the following:

- Equal Opportunities Policy and Strategy;
- Information and Data Security Policies;
- ESFA's Financial Regulations as set out in the Academy Handbook;
- Health and Safety at Work Act (1974) (and subsequent health and safety legislation);
- Data Protection Act 2018;
- Information Records Management Toolkit for Schools.

These duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding

Nexus MAT is committed to safeguarding and promoting the welfare of children and young people. The highest priority must be given to following the guidance and approaches to safeguard children and follow all safeguarding procedures outlined by the MAT and member schools.

Person Specification

		Essential	Desirable
Qualifications & Skills	Qualified Teacher Status (any age) and/or QTLS	•	
	Excellent numeracy and literacy skills with the ability to complete written reports	•	
	Ability to deliver high quality teaching and learning	•	
	Excellent personal skills including effective communication skills to a wide range of professionals	•	
	Resilient and easily adaptable to change		•
Knowledge & Experience	Up-to-date knowledge of curriculum frameworks and guidance	•	
	Experience of working with children and young people with Special Educational Needs and Disabilities	•	
	Knowledge of assessing and tracking pupils' progress through Assessment for Learning and summative assessment	•	
	Ability to organise and supervise the work of a Class Team	•	
	Experience of personalising learning to reflect the interests and needs of individual children and young people		•
	Experience of working with children and young people with Autism		•
	Knowledge of the use of Continuous Provision and Learning Outside of the Classroom		•
Personal Effectiveness	Ability to manage own time, prioritise tasks and proven organisational skills	•	
	Child-centred and committed to achieving the best outcomes for pupils	•	
	An understanding and/or commitment to a positive behaviour support ethos	•	
	Capacity to motivate, inspire and challenge children, young people, self and others	•	
	Ability to form respectful and trusting relationships with a range of people including parents and carers	•	
	A flexible approach with a positive 'can do' attitude		•
	Passionate and enthusiastic	•	

		Essential	Desirable
	A passion for working with children and young people with special needs		•
General	Commitment to continuing professional development	•	
	Commitment to inclusive practice	•	
	Commitment to the school's aims and values	•	
	A DBS check at an enhance level will be undertaken by all successful candidates	•	
	Health, physical and emotional capacity for the role	•	
	An understanding of and commitment to equal opportunities	•	
	A commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults	•	