



APPOINTMENT OF MAIN PAY SCALE TEACHER

The School Teachers' Pay and Conditions Document gives details of the role and professional responsibilities of the teacher. Within this framework the Governing Body are seeking to emphasise the following:

JOB PURPOSE

- To work in close partnership with the Headteacher, Deputy, Staff, Governors and Parents following the agreed whole school policies and promoting the school ethos and aims
- To ensure the highest possible quality of education, range of educational opportunities and standards of attainment for all children
- To develop supportive relationships and positive liaison with parents, the local community, local churches, neighbouring schools and pre-school providers

JOB SPECIFICATION

- To work closely with the team, and to be aware of the need for personal and professional growth
- To ensure the care and well-being of all pupils in an environment in which each pupil is valued
- To maintain a positive ethos which reflects the philosophy of the school, including a very effective learning environment, excellent relationships, equality of opportunity and a commitment to the highest possible achievement for all
- To contribute to new ideas and encourage developments in the curriculum and teaching methods
- To ensure a safe, attractive and stimulating school environment which will benefit the children's learning
- To support and help develop programmes of extra-curricular activities
- To take responsibility for additional aspects of school life, to be negotiated with the Headteacher
- To provide high quality teaching and learning
- To provide a safe and nurturing classroom experience for all pupils, with well planned, differentiated learning
- To ensure robust safeguarding procedures are adhered to and be aware that positive relationships with pupils, their families and the wider community are at the heart of all we do.



APPOINTMENT OF CLASS TEACHER PERSON SPECIFICATION

	Essential attributes	Preferred attributes
Qualifications and General Experience	<ul style="list-style-type: none"> • Qualified to degree level with qualified teacher status • A commitment to own further professional development 	Relevant further professional qualifications
Professional Knowledge and Experience	<ul style="list-style-type: none"> • A record of excellent classroom practice during training or present post • Understanding of good primary practice and pedagogy • Understanding of the KS2 curriculum and its assessment, including statutory assessment • Clear understanding of the challenges and opportunities involved in joining an established team 	Experience in a school judged by Ofsted as good/outstanding
Professional Skills	<ul style="list-style-type: none"> • Ability and commitment to develop and maintain the ethos and vision of the school • Ability to communicate effectively and promote the aims and objectives of the school to the wider community • Ability to empathise with young children across the age range and to be firm, fair and consistent • Ability to set up and develop an interesting and stimulating classroom • Ability to work within a team • Ability to be pro-active and positive about challenge and continuous development 	Competent user of IT
Professional Philosophy and Commitment	<ul style="list-style-type: none"> • Commitment to a high quality education, which develops the full potential of every child • Ability to articulate a clear philosophy of Primary education • Commitment to promoting equal opportunities and meeting the needs of all children including those with special educational needs, EAL and gifted and talented pupils • Understanding of and commitment to developing links between home, school, neighbouring schools and the local community 	Willingness to undertake extra-curricular activities develop the 'extended school'

	<ul style="list-style-type: none"> • Commitment to developing the strongest possible motivational relationships with children, parents staff and governors 	
Personal Qualities	<ul style="list-style-type: none"> • Whole school awareness with a sense of perspective and the ability to rise to challenges • Excellent interpersonal and organisational skills • The ability to be reflective and self-critical • Calmness under pressure • Resilience and flexibility • Sense of humour and enthusiasm 	Creativity Spark and initiative