



Job Description

POST TITLE	Class Teacher
Purpose/Context Statement:	Provide high quality, engaging teaching and learning to pupils of all ages and abilities. Maintain high expectations of pupils and encourage them to contribute to the wider life of the school and contribute to our shared vision and values. Take an active part in the extra-curricular life of the school.
Reporting to :	Head teacher
Responsible for:	<ul style="list-style-type: none"> • Assigned TAs and other support staff within lessons as appropriate • Supporting and developing ITT pupils as and when required
Principal Contacts:	Students, colleagues and parents
Working Time:	Full-time (1265 hours directed time)
Salary/Grade:	Main Scale or UPS in line with experience
Disclosure level:	Enhanced
Key Responsibilities	
Teaching and Learning	<ul style="list-style-type: none"> • Plan and adapt effective lessons to meet the needs of all pupils including vulnerable learners • Deliver 'Quality First Teaching' in line with the agreed school curriculum or Early Years Framework as appropriate • Motivate pupils to achieve their expected outcomes and exhibit high standards and engagement in their learning • Provide regular and timely feedback following school policy, and encourage pupils to reflect on their learning and become increasingly independent in taking responsibility for their own learning • Foster an atmosphere of mutual respect and equality for all • Ensure good behaviour for learning through consistent use of the school's behaviour policy • Develop and encourage cross-curricular links, learning beyond the classroom and personal development
Curriculum Development	<ul style="list-style-type: none"> • Contribute to the development of an engaging and challenging curriculum for all year groups • Ensure that communication, literacy, numeracy and SMSC and are reflected and promoted within the curriculum
Leadership and Management:	<ul style="list-style-type: none"> • Contribute to the School Development Plan as appropriate to subject leader responsibilities • Provide support and mentoring to new and less experienced colleagues
Liaison:	<ul style="list-style-type: none"> • Contribute to school staff, team, trust and Key Stage meetings as required

	<ul style="list-style-type: none"> Attend all relevant parents' meetings to provide face to face support for pupils and their parents
Staff development/Performance Management:	<ul style="list-style-type: none"> Engage fully in the school's Performance Management processes Share good practice and promote collaboration to motivate and inspire colleagues within school and across the trust
Management Information:	<ul style="list-style-type: none"> Provide timely and accurate assessment of pupils' work in line with school calendars Identify and take appropriate action on issues arising from analysis of pupil and whole school or year group data
Communications:	<ul style="list-style-type: none"> Communicate effectively and positively with all stakeholders
Management of Resources:	<ul style="list-style-type: none"> Maintain a high quality learning environment Work collaboratively to conserve resources
Student Welfare:	<ul style="list-style-type: none"> Encourage pupil wellbeing through positive interactions and use of praise and reward systems Record any safeguarding concerns regarding pupils on CPOMS
Safeguarding, confidentiality and data protection:	<ul style="list-style-type: none"> Undertake Safeguarding training and briefings as required Ensure that all pupils and staff are appropriately safeguarded Maintain appropriate levels of confidentiality when dealing with stakeholder data and information Adhere to the General Data Protection Regulations
Quality Assurance:	<ul style="list-style-type: none"> Ensure the maintenance of accurate records of progress, and contribute to moderation activities to ensure consistent application of assessment across the school, trust, and Local Authority Fully engage with the school's monitoring programme including, for example, work scrutiny, professional discussion, learning walks and lesson observations Ensure that all communication follows school or trust policies and branding guidelines
Extra-Curricular:	<ul style="list-style-type: none"> Support the school's extra-curricular programme through active participation
Supervision:	<ul style="list-style-type: none"> Supervise pupils outside the classroom in line with the staff duty rota
Personal Development:	<ul style="list-style-type: none"> Reflect on own practice and work collaboratively with your line manager to identify development needs and participate in annual performance review as part of an active programme of CPD Ensure subject knowledge is kept up to date Keep up to date with developments in teaching, learning and assessment
Health and Safety:	<ul style="list-style-type: none"> Promote safe working practices and take all reasonable steps to manage own safety Undertake Health and Safety duties commensurate with the post and/or as detailed in the school's Health and Safety Policy



Avonreach

Additional Duties:	<ul style="list-style-type: none">• Play a full part in the life of the school community, to support our vision and values and encourage staff and pupils to follow this example• Attend meetings outside normal working pattern as required
--------------------	---

Avonreach Academy Trust expects its employees to work flexibly within the framework of the duties and responsibilities specified above. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not have been identified. Employees will be expected to comply with any reasonable request from their manager to undertake work of a similar level that is not specified in this job description. All teaching staff are expected to follow the staff code of conduct and meet the requirements of the Teachers Standards.

The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and stakeholders and is consistent with the school's equal opportunities policy.

Name of Postholder:	
Signed:	Date:

Version Number:	V 2
Date:	Nov 2023



PERSON SPECIFICATION

POST TITLE	Class Teacher	
	Essential	Desirable
Qualifications		
QTS	✓	
Degree or equivalent qualification in a relevant discipline	✓	
GCSE or equivalent pass in English and Maths	✓	
Experience and Skills		
Skills to teach all relevant Key Stages	✓	
Evidence of high standards in teaching and learning	✓	
Ability to use ICT and data effectively to support learning and raise standards	✓	
Effective communication and interpersonal skills	✓	
Ability to be attentive to detail and work to high levels of accuracy	✓	
Good organisation and administrative skills and adherence to strict deadlines	✓	
Knowledge		
Secure subject knowledge	✓	
Detailed knowledge of current end of Key Stage assessments		✓
Up to date knowledge of developments in teaching, learning and assessment	✓	
Personal Qualities		
Commitment to achieving a high standards and encouraging them in others	✓	
Commitment to safeguarding, equal opportunities and inclusion	✓	
Resilience and the capacity to work hard	✓	
An engaging personality to which pupils respond positively	✓	
Enthusiasm and a positive outlook	✓	
Evidence of an acceptable standard of attendance and punctuality	✓	
Demonstrate a high degree of personal integrity, honesty, reliability and responsibility	✓	
A confident, sensitive, calm and caring manner	✓	
Ability to demonstrate discretion and build trust	✓	



Teachers' Standards

- 1 Set high expectations which inspire, motivate and challenge pupils
- 2 Promote good progress and outcomes by pupils
- 3 Demonstrate good subject and curriculum knowledge
- 4 Plan and teach well- structured lessons
- 5 Adapt teaching to respond to the strengths and needs of all pupils
- 6 Make accurate and productive use of assessment
- 7 Manage behaviour effectively to ensure a good and safe learning environment
- 8 Fulfil wider professional responsibilities