Victorious Academies Trust
Success in education

Job Description

JOB PROFILE NAME:	Teacher
LINE MANAGED BY: (JOB PROFILE NAME)	**Associate Principal or Headteacher / Senior or Middle Leader**
PROFESSIONALLY REPORTS TO: (JOB PROFILE NAME)	**Associate Principal or Headteacher / Senior or Middle Leader**

Purpose of the Job

The role of the teacher is to ensure that high quality teaching and learning opportunities are provided to all pupils in a caring environment. The focus is on enabling every individual to succeed

To provide daily education and support to pupils and to actively get involved with learning and development as well as pupil welfare in terms of working with parents and carers. To actively aim to establish an effective balance between care for the pupils and focus on achieving core results at the end of their academy career.

To work to raise standards as a member of a highly committed team of professional teaching staff and, through the use of high-quality teaching skills, enhance access to a broad, balanced, relevant and differentiated programme of study in all subjects.

Key Objectives of the Job

The professional duties of a teacher as set out in the Teachers' Pay and Conditions document apply to this post. The main objectives of the role include:

- to create and manage a caring, supportive, purposeful and stimulating environment which is conducive to learning.
- to plan and prepare lessons in order to deliver the curriculum ensuring breadth and balance in all subjects.
- to deliver lessons with clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- to maintain good order and discipline among the pupils, safeguarding their health and safety, in line with the Trust's behaviour policies
- to organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- to plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- to be responsible for a regular system of monitoring, assessment, record-keeping and reporting of children's progress in their teaching groups.
- to prepare appropriate records for the transfer of pupils.
- to ensure effective use of support staff within the classroom.
- to participate in staff meetings as required.
- contribute to the development and co-ordination of a particular area of the curriculum.
- to be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programs of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- to ensure that academy policies are reflected in daily practice.
- to communicate and consult with parents over all aspects of their children's education – academic, social and emotional.

- to liaise with outside agencies when appropriate.
- to continue professional development, maintaining a portfolio of training undertaken.
- to meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- to support the Executive Principal in promoting the ethos of the academy.
- to promote the welfare of children and to support the academy in safeguarding children though relevant policies and procedures.
- to promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- to recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Academies Health and Safety policy and any academy-specific procedures / rules that apply to this role.
- to take part in annual performance management cycles and appraisal, achieving agreed personal and academy targets.

Job Level Overview

The Job Holder is subject to managerial control and the job is generally subject to practices and procedures that have clear precedents or are covered by closely defined policies. The Job Holder will certainly possess some specialised skills that may have been gained through 'on the job' experience. The Job Holder's performance will have either a minimal impact on plc performance, or a very small impact on Business Group performance.

Victorious Academies Trust has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforces.

The post you are applying for involves working with children and/or young people and you will be subject to Victorious Academies Trust's safer recruitment process.

Main Accountabilities
Operational Accountabilities

Include the following:

- delivers activities to support objectives for their role
- inputs to planning activities with horizons of typically up to 12 months
- makes decisions within parameters set by manager, using job/specialist experience
- interacts with client or users around specific work efforts and deliverables
- supports delivery of Health and Safety policy and standards
- supervises the activities of others to meet deadlines and quality standards taking account of impact outside area of responsibility
- focus of work on the completion of a set of related tasks for a particular section or service with the ability to accommodate new tasks.

Financial Accountabilities

- Must have an appreciation of cost when planning work and field trips.
- Management of classroom resources to achieve efficiency and value for money.
- Must submit proposals to the Head of Department for approval with justification for spend.

People Accountabilities

- Required to assist less experienced staff.
- Managing classroom support staff, as appropriate
- Responsible for performance management issues.

Knowledge and Applied Skills
• Must be a qualified teacher. • Must have a thorough up to date knowledge of the range of teaching, learning and behaviour management strategies. • A thorough understanding of the national curriculum. • Planning and prioritising. • Effective Time Management. • Excellent communication and interpersonal skills.
Behavioural Competencies
Success Factors: • Planning & Organising • Achieving and Doing • Building Relationships • Delivery through People • Business Awareness • Customer Focus • Contributing to Continuous Improvement • • Dealing with Change
Additional Role Information
Salary and benefits package in line with the National Standards for Teachers Pay. The professional duties of a teacher as set out in the Teachers' Pay and Conditions document apply to this post.

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Person Specification

Attributes	Essential	Desirable	Method of Assessment
Educational Attainment	• QTS • Degree	• Evidence of further professional development in areas pertaining to the post	• Application form • Certificates
Work Experience	• Teaching experience in KS1 and KS2 preferred. • Experience in the use of school based and national tracking systems and data analysis.	• Experience of Curriculum Co-ordinators role • Experience of OFSTED • Extending experience beyond the school	• Application form • Interview • References
Knowledge/ Skills/ Aptitudes	• Evidence of highly effective teaching skills. • Thorough knowledge of the National Curriculum. • Understanding of effective strategies for maintaining high standards of discipline. • Confident and effective use of interactive whiteboard and range of technology in teaching. • Understanding of A.F.L. • Good organisational skills with the ability to work on own initiative and to liaise with other professionals, parents and carers, as required. • Subject specific knowledge with an understanding of how the curriculum supports the ethos and values of the school. • Understanding and implementation of range of behaviour management strategies with a positive approach to promote learning and excellent behaviour. • Confident and competent user of ICT in teaching and planning, with the ability to plan for progression across the ability range. • A child centred approach with a commitment to a range of teaching and learning strategies to engage all learners and make learning fun. • Support for curriculum enrichment through extra-curricular learning and school visits where applicable. • Understanding what constitutes quality and high standards in teaching and learning, how the learning environment supports high standards, and how to achieve and sustain high standards.		• Interview • References

	• Thorough knowledge of Nationals Curriculum or EYFS (dependent on position applied for) and of assessment procedures. • Understanding of principles underlying excellence and enjoyment in education. • Cross curricular teaching and learning. • Experience of working with children with SEN and of using IEP's. • Understanding what constitutes appropriate and successful relationships with children. • Understanding and implementing inclusion strategies for all learners. • Supporting and nurturing development within the classroom. • Ability to demonstrate knowledge and commitment to Equality and Diversity and how this has been applied in previous roles. • A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role. • A knowledge and understanding of health and safety standards and best practice.		
Disposition	• Commitment and vision towards providing high quality teaching and excellent standards of achievement • Able to form good relationships with children, parents/carers and staff • A desire to work with parents/carers and to promote the school within the community • Commitment to training and self-development • Flexible approach to work • Committed to the principles of equality and diversity	• Willingness to take on extra-curricular activities • Able to work in an imaginative and innovative way	• Interview • References
Circumstances	• Enhanced clearance from the Criminal Records Bureau • Letter of application to be no more than 2 sides A4 text point 10		• DBS check • Application form