



Job Description Class Teacher

Grade	Teacher Main Pay Scale
Hours	Full Time
Primary Purpose of the Job	The professional duties of a teacher, as set out in the School Teachers' Pay and Conditions document.
Responsible to	Principal
Principal Responsibilities	To be responsible for the planning, teaching and learning in your class. To liaise with Subject Co-ordinators and other teachers to ensure continuity and progression throughout the curriculum and whole school initiatives.

MAIN DUTIES

1. As a teacher of Vantage Academy Trust, you will

- Motivate children to learn and effectively differentiate, organise and manage a large class of children
- Establish good relationships and good working practices in your classroom and across the school community.
- Communicate effectively with children, staff, parents and the wider community
- Lead, support, motivate and direct Teaching Assistants.
- Ensure that school policies and practices are rigorously followed.
- Evaluate pupils' progress, achievement and attainment on a regular basis in line with school policy and procedure and report to the principal, colleagues, parents and other professionals as required.
- To provide feedback to children about their work to ensure continuity, progression and excellent presentation in accordance with the school's agreed marking policy.
- Support the ethos and values of the school and follow high standards of professionalism.
- Monitor the standards of behaviour, attainment and achievement within your class and share in the corporate responsibility for all our pupils' behaviour, care and provision.
- Take responsibility for the pastoral care of children in your class, liaising with other members of staff and external agencies as necessary.
- Display a willingness to lead a subject, or area (not required for NQT)
- Liaise with other teachers in order to ensure continuity and progression across the whole school.
- Manage and lead the organisation and safe execution of educational visits for your class.
- Engage positively with parents and carers.
- Ensure that the environment within and around the classroom is tidy, stimulating, follows school policy and is a true reflection of the ethos of the school.
- Keep up to date with current educational practice by attending such training and CPD as may be required.
- Prepare for and participate in all staff and parental meetings relevant to the role of the class teacher.

2. Support for the school:

- To attend relevant courses and staff training as required.
- Be aware of and comply with school policies and procedures relating to child protection, health, safety and security, confidentiality and data protection. Report all concerns to the appropriate person (as named in the policy concerned).
- Contribute to the overall ethos/ work/ aims of the School and Vantage Academy Trust.
- Contribute to the school ethos, aims and development/improvement plans.
- Appreciate and support the role of other professionals.
- To carry out other duties commensurate with the grade and nature of the post.

Customer Care - To provide quality services that are what our customers want and need. To give customers the opportunity to comment or complain if they need to. To work with customers and do what needs to be done to meet their needs. To inform your line manager about what customers say in relation to the services delivered.

Develop oneself and others - To make every effort to access development opportunities and ensure you spend time with your line manager identifying your development needs through your personal development plan. To be ready to share learning with others and to take part in the school's system of annual appraisal of performance.

Valuing Diversity -To accept everyone has a right to their distinct identity. To treat everyone with dignity and respect, and to ensure that what all our customers tell us is valued by reporting it back into the organisation. To be responsible for promoting and participating in the achievement of the departmental valuing diversity action plan.

Safeguarding – Vantage Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.



Person Specification Class Teacher

STAGE ONE	Disabled candidates are guaranteed an interview if they meet the minimum essential requirements
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MINIMUM ESSENTIAL REQUIREMENTS		METHOD OF ASSESSMENT
SKILLS AND COMPETENCY		
1.	Qualified Teacher Status	Application form
2.	Experience of teaching	Application form
3.	To be a 'good' or 'outstanding' teacher	Application form
4.	Experience of tracking pupil progress	Application form/ Interview
5.	Able to motivate children to learn and effectively, differentiate and organise and manage a large class of children	Interview/ Application form
6.	Able to provide a tidy, stimulating and attractive class environment	Interview/ Application form
7.	Able to communicate effectively with children, staff, parents and the wider community	Interview/ Application form
8.	A commitment to participating in training and development as required	Interview/ Application form
9.	Understanding of the Primary Curriculum and a willingness to lead a subject, or area (not required for NQT)	Interview/ Application form
10.	Able to relate well and communicate with others	Interview/ Application form
11.	Able to listen to and gain the respect of others	Interview/ Application form
12.	Adaptable, with a willingness to embrace change	Interview/ Application form
13.	Organised, methodical and displaying high motivation and high expectations of children	Interview/ Application form
14.	In sympathy with the aims and ethos of the school	Interview/ Application form

MINIMUM ESSENTIAL REQUIREMENTS		METHOD OF ASSESSMENT
CORE ORGANISATIONAL COMPETENCIES		
<p>Valuing Diversity Listen to and support the diverse contributions made to the school/setting without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how valuing diversity and inclusion can improve our ability to deliver better services and reduce disadvantage.</p> <p>Caring for Customers Listen and respond to customer need. Network with others to develop services for the benefit of the school community.</p> <p>Developing Self and Others Be willing to share learning and encourage others to do the same. Listen to others and respond to their needs. Strives for improvement and take responsibility for own development. Be self-confident and lead by example.</p> <p>Health and Safety Ability to identify risk to self and others when undertaking work activities and appropriate actions needed to minimise risk.</p> <p>Confidentiality Acknowledge the need to always maintain confidentiality and to become aware of the National, Local Authority, Trust and School policies on Confidentiality, and the management and sharing of information.</p> <p>Energy Efficiency Be aware of the energy efficiency issues in own area of work and throughout the organisation</p>	<p>Interview/ Application form</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>	

STAGE TWO	To be used in the event of a large number of applicants meeting the minimum essential requirements	
ADDITIONAL/ DESIRABLE REQUIREMENTS		METHOD OF ASSESSMENT
1.	Experience of Assessment for learning	Interview/Application form
2.	An interest in customising the curriculum to make it more exciting and relevant	Interview/Application form
3.	Willingness to run an extra-curricular club	Interview/Application form
4.	Awareness of current initiatives in education	Interview/Application form
5.	Ability to maintain a sense of humour	Interview/Application form
6.	Display energy and enthusiasm	Interview/Application form
7.	Be a supportive and pro-active member of a team	Interview/Application form

Note to Applicants: **Please try to show in your application form how best you meet these requirements**