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Person Specification:	Key Stage 2 Class Teacher
Contract type:	Full time – Maternity Cover, 1 Year Fixed Term
Pay scale:	Inner London Main Pay Scale
Reports to:	Executive Headteacher and Head of School
Responsible for:	Support staff, HLTAs, students and voluntary helpers allocated to the class

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**Main purpose:**

To take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum and school policies

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- **Inspire Trust and Confidence:** Foster an environment where pupils and colleagues feel valued and respected.
- **Build Team Commitment:** Collaborate effectively with colleagues and build a cohesive classroom community.
- **Engage and motivate pupils:** Create dynamic lessons that capture pupils' interests and inspire a love of learning.
- **Demonstrate Analytical Thinking:** Use data and assessment to inform teaching strategies and improve pupil outcomes.
- **Enhance the Quality of Learning:** Continuously seek ways to improve pupils' learning experiences and achievements.
- **Contribute to the School Development Plan (SDP):** Support and promote the learning priorities of the school's SDP.
- **Develop and implement School Policies:** Play an active role in shaping and enacting school policies
- **Use the Appraisal Process:** Engage in the appraisal process to advance pupil learning and enhance your professional practice, aligning with the school's aspirations and priorities.
- **Lead a Subject or Aspect of the School's Work:** Take responsibility for a subject specific area, developing plans with clear targets and success criteria, appropriate to your career stage.
- **Promote School Values and Aspirations:** Actively support and embody the wider aspirations and values of the school.

In addition to the requirements of a class teacher and any other agreed responsibilities the post holder will be accountable for the following areas:

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## A. Principal Accountabilities

1. **Curriculum Planning and Delivery:** Plan and deliver lessons in accordance with national and school curriculum policies. Collaborate with subject and year group leaders to ensure children receive a broad, balanced, and engaging curriculum.
2. **Tailored Learning Experiences:** Ensure that learning experiences are closely matched to the individual needs of each child, providing opportunities for all students to achieve their fullest potential.
3. **Inclusive Education:** Provide appropriate educational support for children with identified Special Educational Needs (SEN) or English as an Additional Language (EAL), following guidance from the SENDCo.
4. **Practical Learning Opportunities:** Integrate hands-on, practical experiences into the curriculum wherever possible to enhance learning.
5. **Promoting Independence:** Encourage pupils to manage their own learning and develop into independent learners.
6. **Classroom Environment:** Create a secure, happy, and stimulating classroom environment, upholding high standards of organisation and discipline.
7. **Fostering Self-Esteem and Respect:** Build each child's self-image and self-esteem, establishing relationships founded on mutual respect.
8. **High-Quality Displays:** Maintain high standards of display in both the classroom and other school areas to support and celebrate learning.
9. **Resource Management:** Ensure resources, equipment, and materials are well-maintained, accessible, and encourage pupil responsibility for their learning.
10. **Collaborative Planning:** Work closely with colleagues on medium and short-term planning and implement agreed schemes of work.
11. **Pupil Assessment and Reporting:** Assess pupil progress, maintain accurate records, and provide written reports to parents and carers in line with school policies.
12. **Parent and Agency Communication:** Communicate and consult with parents, carers, and external agencies as needed regarding pupils' progress and attainment.
13. **Promoting School Aims and Values:** Uphold and promote the school's curriculum aims, equal opportunities, and discipline policies through everyday classroom practice.
14. **Liaison with Support Staff:** Collaborate with both school-based and external support staff as required.
15. **Continuous Professional Development:** Pursue continuous professional growth through self-directed reading, courses, and in-service training.
16. **Adaptability:** Undertake any other reasonable and relevant duties in response to the evolving needs of the school.

**Please note:** This list illustrates the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that a class teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

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### Key organisational objectives:

The post holder will contribute to the school's objectives by:

- Enactment of Health and Safety requirements and initiatives as directed
- Ensuring compliance with Data Protection
- At all times operating within the school's Equal Opportunities framework

- Commitment and contribution to improving standards for pupils as appropriate
  - Contributing to the maintenance of a caring and stimulating environment for pupils
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#### **Conditions of service**

Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by The Charter Schools Educational Trust

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#### **Special Conditions of service**

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application, prior to taking up the post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

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#### **Equal Opportunities**

The post holder will be expected to carry out all duties in the context of and in compliance with the Trust's Equality Policy.