



# Winchelsea School

**JOB DESCRIPTION  
CLASS TEACHER**

## **Job Description - General**

There is an expectation that the post holder will provide professional leadership and classroom management to ensure the delivery of high quality teaching, the effective use of resources and appropriate standards of learning and achievement for pupils. The post holder will be expected to have strong knowledge of SEN and to keep their knowledge and skills up-to-date, be self-critical and receptive to feedback. The post holder will have to forge positive professional relationships and work with other teachers, professionals, partner organisations and parents in the best interests of pupils.

The post holder will be accountable for achieving the highest possible standards in work and conduct and will be expected to act with honesty and integrity at all times.

The vision and values of the school must be actively followed and embodied. The post holder will be expected to make an active contribution towards whole school aims, policies and priorities and to the overall education and achievement of all pupils.

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation fully align to school policies.

### **Areas of responsibility and key tasks:**

#### **A Planning, teaching and class management – to:**

Ensure pupils achieve their full potential within the school environment in all aspects of their development by:

- teaching a variety of content to pupil groups in accordance with the school's curriculum;
- having a secure understanding of how pupils with SEND learn and using a variety of teaching methods, differentiating appropriately to motivate and support pupils;
- identifying all relevant opportunities to personalise and extend learning;
- assessing pupils according to the schools assessment policy;
- identifying and implementing clear medium and short term teaching objectives;
- setting tasks which challenge all pupils and ensure high levels of interest;
- setting appropriately high expectations through clear target setting, building on prior attainment;
- providing clear structures for lessons maintaining pace, engagement and challenge;
- monitoring and intervening to ensure sound learning and quality learning environment;
- using a variety of teaching methods to motivate and support pupils with SEND;
- using a variety of communication techniques to further embed learning and understanding;
- managing all pupil behaviours positively and proactively, building fair and trusting relationships;
- selecting appropriate learning resources;
- managing support staff effectively, including appraisal, to ensure effective team working, delegating where necessary and that all team members make a full contribution to the team;
- maintaining a tidy classroom which provides a bright and stimulating environment in which to learn;
- being aware of and responding appropriately to any health and safety issues raised by materials, practice or accommodation, and
- managing and supporting volunteers and work experience students working within the class.

**B Monitoring, assessment, recording, reporting - to:**

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor pupils' work and set targets for progress;
- assess and record pupils' progress systematically in accordance with the school's assessment systems, keep appropriate records to check work is understood and use this information to plan lessons appropriately;
- be prepared to engage in a professional dialogue with the Headteacher regarding progress data, and
- prepare and present meaningful and informative reports to parents.

**C Other professional requirements - to:**

- have a high level of knowledge of teachers' professional duties, relevant statutory frameworks and legal liabilities;
- evaluate own performance and to be committed to improving practice through appropriate professional development;
- have a creative approach towards innovation and to be prepared to adapt practice upon advice where benefits and improvements are identified;
- act upon advice and feedback and to be open to coaching and mentoring;
- participate in appropriate meetings;
- operate at all times within the stated policies and practices of the school;
- actively contribute to improvements in professional practice and the further development of school policies;
- establish effective and positive working relationships with all relevant stakeholders and set a good example through their presentation and personal and professional conduct;
- contribute to the wider life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school;
- take responsibility for their own professional development and duties in relation to school policies and practices, and
- liaise effectively with parents and governors.

**D Health and wellbeing - to:**

- fully understand the current legal requirements and guidance on the safeguarding and promotion of the wellbeing of pupils;
- understand the local arrangements concerning the safeguarding of pupils;
- understand how to identify potential child abuse and neglect and how to follow safeguarding procedures;
- identify and support, with appropriate guidance, pupils affected by changes or difficulties in their personal circumstances, and
- promote pupils' self control, independence and co-operation by developing their social, emotional and behavioural skills.

**E Personal responsibilities - to:**

- handle confidential information in a sensitive manner and with discretion;
- uphold public trust in the school and maintain high standards of ethics and behaviour;

- have proper and professional regard for the ethos, policies and practices of the school and maintain high standards in attendance and punctuality, and
- have high expectations of self and colleagues.

The post holder will also be required to take on any additional reasonable responsibilities which might from time to time be agreed with the Headteacher.

The post holder must not have a criminal record which would be incompatible with the post and will be required to hold an enhanced DBS check.

## **Additional responsibilities**

### **Subject / Curriculum leadership by agreement**

**Strategic direction and development of the subject - with the support of, and under the direction of, the head teacher and senior management team to:**

- develop and implement policies and practices which reflect the school's commitment to high achievement through effective teaching and learning;
- have an enthusiasm for the subject which motivates and supports other staff and encourages a shared understanding of the contribution the subject can make to all aspects of pupils' lives;
- use relevant school, local and national data to inform targets for development and further improvement for individuals and groups of pupils;
- develop plans for the subject which identify clear targets, timescales and success criteria for its development and/or maintenance in line with the school development plan, and
- monitor progress and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes.

### **Teaching and learning - to:**

- use your own class as an example of high quality teaching and learning in the subject;
- ensure continuity and progression in the subject by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work, developed in line with the school development plan;
- establish clear targets for achievement in the subject and evaluate progress through the use of appropriate assessments and records and regular yearly analysis of this data;
- evaluate the teaching of the subject by the monitoring of teachers' plans and through work analysis, identify effective practice and areas for improvement, and take appropriate action including mentoring to improve further the quality of teaching;
- develop effective links with the local community including parents, business and industry, and
- ensure that teachers are aware of the implications of equality of opportunity which the subject raises.

### **Leading and managing staff - to:**

- enable all teachers to achieve expertise in planning for and teaching the subject through example, support and by leading or providing high quality professional development opportunities;
- ensure that the Headteacher, the school management team and governors are well informed about policies, plans, priorities and targets for the subject and that these are properly incorporated into the school development plan.

### **Effective deployment of resources - to:**

- support the Headteacher by maintaining efficient and effective management and organisation of learning resources, by putting in place appropriate procedures for their use, maintaining appropriate records and undertaking appropriate and regular auditing of resources;
- support the Headteacher by developing or identifying new resources including ICT applications for the advancement of the teaching of the subject;
- be aware of and respond appropriately to any health and safety issues raised by materials, practice or accommodation related to the subject, completing all relevant risk assessments;
- support the Headteacher by maintaining efficient and effective management of the expenditure for the subject, and
- help colleagues to create a stimulating learning environment for the teaching and learning of the subject.

## Person Specification

| Qualifications/Professional Development                                             | Essential<br>Desirable |
|-------------------------------------------------------------------------------------|------------------------|
| Qualified Teacher Status.                                                           | E                      |
| Evidence of continuous professional Development and commitment to further training. | E                      |

| Experience and competencies                                                                                     | Essential<br>Desirable |
|-----------------------------------------------------------------------------------------------------------------|------------------------|
| Experience of teaching pupils with learning difficulties within all Key Stages.                                 | D                      |
| Ability to provide effectively for the individual learning needs of all the pupils in the class.                | E                      |
| Ability to plan for and deliver interesting and challenging programmes of learning for all pupils in the class. | E                      |
| Proven Skills in assessing, monitoring and evaluating pupil progress.                                           | E                      |
| Proven Skills in the positive and proactive management of pupils' behaviour.                                    | E                      |
| Proven skills in using a range of communication techniques.                                                     | D                      |
| Experience of working in partnership with parents.                                                              | E                      |
| Experience in planning and managing the work of Teaching Assistants, including appraisal.                       | D                      |

| Knowledge and Understanding                                                                                                                                   | Essential<br>Desirable |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Working knowledge of current national frameworks for education and special educational needs.                                                                 | E                      |
| Knowledge and understanding of the National Curriculum, recent curriculum developments and the relevance and importance to pupils with learning difficulties. | E                      |

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Knowledge and understanding of a wide range of teaching and learning styles.                                                                                                             | E |
| Knowledge of a specific curriculum area.                                                                                                                                                 | D |
| Knowledge of specific approaches to working with children with a variety of learning difficulties including Autism and an understanding of various specialized communication techniques. | D |

| <b>Personal Qualities</b>                                                         | <b>Essential<br/>Desirable</b> |
|-----------------------------------------------------------------------------------|--------------------------------|
| Excellent communication and interpersonal skills.                                 | E                              |
| High personal standards and a similar expectation of others.                      | E                              |
| Resilience                                                                        | E                              |
| Ability to maintain a realistic work life balance to enable a healthy life style. | E                              |
| Good management and organisational skills.                                        | E                              |
| Willingness to contribute to whole school initiatives and to be a team player.    | E                              |

| <b>Skills</b>                                                                                              | <b>Essential<br/>Desirable</b> |
|------------------------------------------------------------------------------------------------------------|--------------------------------|
| Ability to use a range of effective classroom and management strategies.                                   | E                              |
| Ability to use ICT as a management information system and for teaching pupils.                             | E                              |
| Ability to be flexible in response to pupils' learning needs and responses.                                | E                              |
| Ability to work collaboratively with colleagues, parents, governors, professionals and other stakeholders. | E                              |
| Have experience of using TEACCH, PECS and Signalong/Makaton.                                               | D                              |
| Ability to delegate.                                                                                       | E                              |

| Commitment                                                                             | Essential<br>Desirable |
|----------------------------------------------------------------------------------------|------------------------|
| A commitment to the development of children and to ensure they attain their potential. | E                      |
| A commitment to safeguarding children and vulnerable young children.                   | E                      |
| Commitment to equal opportunities and diversity.                                       | E                      |
| Commitment to promoting the school's vision, ethos and strategic direction.            | E                      |

**Please ensure you address all the criteria in your application form and restrict your statement to two sides of A4 (font size no smaller than 11 please).**