	PERSON SPECIFICATION – Classroom Teacher		
	Essential	**Desirable**	**Assessment**
Education, Qualifications and Training	Relevant degree. QTS Fully supported in reference.	Evidence of CPD.	Application
Experience	Ability to respond flexibly and sensitively to the differing needs of pupils, including those with SEN. Ability to communicate effectively in a variety of situations. Ability to use ICT effectively both in classroom practice and for own professional work. Effective curriculum management – planning, delivery and assessment. Organisational ability. Effective behaviour management strategies. A clear vision and understanding of the needs of primary pupils including SEND and more able. Detailed knowledge of the structure and content of the current National Curriculum. Use of assessment for learning to improve standards. Demonstrable understanding of current safeguarding regulation and best practice.	Experience of teaching in KS1.	Application / Interview Application/ Interview
Attitudes and Abilities	Ability to work independently and as part of a team. Committed and enthusiastic and can demonstrate sensitivity whilst working with others. Caring attitude towards pupils and parents. Evidence of being able to build and sustain effective working relationships with all members of the school community		Interview / Application References
Personal Attributes	Ability to work independently and as part of a team. Committed and enthusiastic and can demonstrate sensitivity whilst working with others. Caring attitude towards pupils and parents. Evidence of being able to build and sustain effective working relationships with all members of the school community.		Interview

Working Arrangements	Full time. Fixed term appointment from 01 Sept 2019 – 31 August 2020.		Interview/ Application Form

JOB DESCRIPTION

Job Title:	Classroom Teacher
Responsible to:	Head Teacher, Leadership Team and Executive Head Teacher
Place of Work:	Your normal place of work will be Dene House Primary but you may be required to work at any of the Trusts sites within County Durham.
Hours:	Full time.
Salary:	M1-M6 £23720 -£35008

Job Summary

The role of the Classroom Teacher is to assume responsibility for a key group or class of pupils. Delivery accurately and appropriately the curriculum learning being mindful of the individual learning needs of each pupil. Ensure and maintain an environment that is both calm and conducive to learning managing behaviour. Encourage and support pupils and work collaboratively with parents, carers, colleagues and other professionals as required. Assess, mark and provide next steps in line with school policy and good practice. Ensure the safeguarding of the children in school.

Duties and Responsibilities

The key responsibilities of the post are to:

- Take responsibility for a class of pupils as directed by the Head Teacher.
- Direct and deploy other staff or volunteers as required.
- Carry out other duties or responsibilities as required by the Head Teacher or Senior Management Team, which contribute to the smooth running of the class, or the school as a whole.

The generic duties of the post are based on the Teachers' Standards:

The post holder must:

Set high expectations which inspire, motivate and challenge pupils:

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently positive attitudes, values and behaviour.

Promote good progress and outcomes by pupils:

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities, their prior knowledge, plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge:

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy,

articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

Plan and teach well-structured lessons:
- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all pupils:
- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment:
- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment:
- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities:
- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

Common Duties and Responsibilities:

Professional Practice
To ensure that professional practice in the school is carried out to the highest standards and developed in line with the school's stated objectives of continual improvement in quality of its service to internal and external customers.

Health and Safety

To ensure that the Health and Safety policy and procedures are understood, implemented and monitored.

Appraisal
All members of staff will receive appraisals and it is the responsibility of each member of staff to follow guidance on the appraisal process.

Equality and Diversity
To ensure our commitment is put into practice we have an equality policy which includes responsibility for all staff to eliminate unfair and unlawful discrimination, advance equality of opportunity for all and foster good relations.

Confidentiality
All members of staff are required to undertake that they will not divulge to anyone personal and/or confidential information to which they may have access during the course of their work.

All members of staff must be aware that they have explicit responsibility for the confidentiality and security of information received and imported in the course of work and using school information assets.

Safeguarding
Dene House Primary and Tudhoe Learning Trust are committed to safeguarding the welfare, wellbeing and safety of every child within its care. Safeguarding is everyone's responsibility and staff are expected to share and promote this view, undertake appropriate training and maintain an up to date knowledge and understanding of current obligations in respect of the safeguarding of children in education.