TKAT
Achieving More Together

JOB DESCRIPTION

Job Title:	Teacher
School:	Willow Brook Primary School
Location:	Barnardiston Road, Colchester, Essex, CO4 0DT
Reporting To:	Headteacher
Key Internal Relationships:	Headteacher, SLT, Teaching and Support Staff, Trust HQ, other TKAT schools

Our Commitment

Be Who You Are at TKAT - This Job Description represents the role as we see it in its entirety. We do not expect candidates to have in-depth experience of every element on application, but we do expect to provide you with the support and flexibility you need to get there and to enable you to do it your way. We want to demonstrate to our children and young people what a good, inclusive employer looks like in order to inspire them to be whoever they want to be.

Safeguarding - TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

Equal Opportunities - TKAT is committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work full time, part-time or on a flexible basis.

Job Purpose

The Teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document and the Teachers' Standards
- Provide an effective, stimulating and well organised classroom and be an enthusiastic teacher, whose classroom practice demonstrates ability to help children achieve success
- Be responsible for ensuring equality of opportunity for all
- Take responsibility for promoting and safeguarding the welfare of children within the school and trust
- Work inline with the school ethos and the trusts' vision

Duties and Responsibilities

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Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Create a stimulating and interesting classroom where curiosity, questioning and exploration are encouraged
- Use teaching methods which sustain the momentum of children's work and keep all children engaged maintaining a purposeful working atmosphere
- Make appropriate educational provision for children with SEND, gifted and those learning with EAL, with support from the SENDCO
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

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Professional development

- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as an outcome of your appraisal
- Take part in the appraisal and professional development of others, where appropriate

Communication

- Communicate effectively with parents/carers with regard to students' achievements and wellbeing using school and trust systems/processes as appropriate
- Communicate and cooperate with relevant external bodies
- Foster good relationships between the school and the wider community

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Participate in any relevant meetings/professional development opportunities at the school/trust, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school and trust
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager. This job description may be amended at any time in consultation with the postholder.

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PERSON SPECIFICATION

Selection Criteria	Essential (E) or Desirable (D)	Assessed By
Qualifications, Training and CPD		
Qualified Teacher Status	E	Application
Degree	E	Application
Experience of teaching KS1 or KS2	D	Application & Interview
Experience of leading a curriculum area	D	Application & Interview
Evidence of excellent teaching	E	Application & Interview
Knowledge, Skills and Attributes		
Knowledge of the National Curriculum	E	Application & Interview
Knowledge of effective teaching and learning strategies	E	Application & Interview
Ability to adapt teaching to meet pupils' needs	E	Application & Interview
Knowledge of guidance and requirements around safeguarding children	E	Application & Interview
Good ICT skills, particularly using ICT to support learning	E	Application & Interview
Understand the teaching and learning cycle, the varying needs of children and how different children learn	E	Application & Interview
Ability to self review on personal strengths and identify areas of development	E	Application & Interview
Ability to build excellent standards of learning and behaviour using a range of positive strategies	E	Application & Interview
Ability to work creatively, flexibility and respectfully with children and adults	E	Application & Interview
Personal Qualities		
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and the trust	E	Application & Interview

Resilient, passionate, and committed to our mission, ensuring every child, whatever their background, receives a high quality education	E	Application & Interview
High expectations for children's attainment and progress	E	Application & Interview
A positive outlook, integrity, flexibility and energy to persevere and succeed	E	Application & Interview
Enthusiastic, demonstrating a joy for learning and teaching children	E	Application & Interview
Open, positive and receptive towards coaching and improvement	E	Application & Interview
Ability to work under pressure and prioritise effectively	E	Application & Interview
Commitment to maintaining confidentiality at all times	E	Application & Interview
Good communication skills – written and verbal	E	Application & Interview