

PRIMARY TEACHER JOB DESCRIPTION

Job Title:	Primary Teacher
Location:	Mid Essex Co-operative Academy (Witham Campus)
Grade / Allowances:	Teacher Main Scale 1-6 plus SEN2 allowance

MAIN PURPOSE

- To work as part of a professional team, alongside teachers and senior leaders to support and enable the progress of vulnerable children and young people. Many of these learners have a wide range of SEND needs and includes those that have experienced trauma and adversity.
- To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of Mid Essex Co-operative Academy and Keys Co-operative Academy Trust.

CORE DUTIES / RESPONSIBILITIES

- To deliver an appropriate academic curriculum personalised to meet individual learner needs leading to good engagement and behaviour for learning.
- Personalise and deliver the life-skills curriculum focusing on the development of social skills, self-awareness, self-esteem, increasing motivation and the self regulation of behaviour.
- Demonstrate good subject and curriculum knowledge.
- Create a positive, nurturing classroom environment that fosters independent learners.
- Teach students within groups or individually - either on-site or off-site depending on student needs.
- Assess, record and report on the development, progress and attainment of students inline with academy policy and procedures.
- Ensure that all pupils are enabled to progress from their point of entry to the school.
- To fully embed the core values of Trauma, Perceptive Practice to promote positive behaviour through building safe, trusting relationships.
- Supervise Teaching Assistants and ensure that they play a full part in the meeting of pupil needs.
- To effectively safeguard all students.
- Ensure health and safety is secured throughout the working environment.
- To work with academy policy and procedures including the use of restrictive physical intervention if required.
- To line manage LSA's.
- Any other duties commensurate to the level of the post that may be allocated by the Head of School after consultation with the post holder.
- Required to be mobile throughout Mid Essex and therefore a valid driving licence and use of a car is required with appropriate insurance, unless the role can be undertaken effectively by alternative transport arrangements.

ADDITIONAL SPECIFIC RESPONSIBILITY

- Liaise with a range of agencies including Schools, Inclusion Partners, Educational Psychologists, Social Services, Child and Family Health Services or as required.
- If required maintain contact with pupils' schools and assist in any planning for a return and take part in home/school and community liaison.
- Participate in and contribute to academy wide on-going professional development to enable the sharing of good practice.

SAFEGUARDING

Keys Co-operative Academy Trust (KCAT) is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all employees and volunteers to share this commitment.

Keys Co-operative Academy Trust is committed to ensuring all recruitment is undertaken fairly, effectively, safely and in accordance with legislation. The information below provides pre-employment screening guidance for candidates applying to this job at Keys Co-operative Academy Trust.

Pre-Employment Checks appropriate to this Job Profile

- receipt of satisfactory references
- verification of identity
- a satisfactory DBS disclosure if undertaking Regulated Activity
- verification that you are not barred from working with Children
- verification that you are not prohibited from teaching
- verification of medical fitness for the particular role
- verification of qualifications and of professional status where required e.g. QTS status
- the production of evidence of the right to work in the UK
- verification of successful completion of/exemption from statutory induction period
- verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

PERSON SPECIFICATION

Category	Essential	Desirable
Qualifications	QTS	Evidence of further study relating to SEND
Experience	<p>NQT obtained in mainstream or a special school setting with a proven record of successful performance management</p> <p>Commitment to developing an understanding of the impact on a child's developing brain of trauma and adversity.</p> <p>Up to date knowledge of child protection procedures</p> <p>Experience of parental liaison</p>	<p>An experienced teacher with a record of successful performance management.</p> <p>Experience of teaching children within an SEMH or specialist setting.</p> <p>Pastoral experience in mainstream or special school</p> <p>Experience and understanding of partnership working within the community</p>
Professional Development	Evidence of continuing professional development	<p>Experience of working with other schools/organisations/agencies</p> <p>Ability to take responsibility for their own professional development and manage additional adults within the classroom</p>
Safeguarding	Understanding of and commitment to promoting and safeguarding the welfare of students.	Experience of supporting children and families within multi agency teams.
Teaching and Learning	<p>A secure understanding of the requirements of the National Curriculum</p> <p>Evidence of successful planning implementing, monitoring and evaluating classroom practice</p> <p>An understanding of the characteristics of an effective learning environment</p> <p>A sound understanding of both formative and summative assessment</p> <p>Ability to analyse progress data, set targets and monitor/evaluate progress towards these</p>	<p>Knowledge of what constitutes quality in education provision, and research based strategies for raising standards and achievement of all students</p> <p>Understanding of successful teaching and learning in education across the key stages</p>

	Evidence of consistently high quality teaching and learning	
Skills Qualities and Abilities	<p>High quality teaching skills</p> <p>Able to work independently and manage time effectively</p> <p>Able to work effectively and creatively within a team</p> <p>High expectations of students' learning and attainment</p> <p>Strong commitment to school improvement and raising achievement for all</p> <p>Ability to build and maintain good relationships including our families and wider agencies</p> <p>Ability to organise work, prioritise tasks, make decisions and manage time effectively</p> <p>Able to reflect on practice with a solution focused mindset</p> <p>Ability to remain positive and enthusiastic when working under pressure</p>	Evidence of motivating others