



Classroom Teacher

Responsible to: Head of Department.

Purpose:

Carry out the professional duties of a teacher in accordance with the policies and ethos of the school, aligned with the standards for qualified teachers under the direction of the Headteacher. To implement and deliver a broad and balanced curriculum adapted to support students' individual needs. Monitor the progress and development of students, contributing to raising standards of attainment and achievement based on an effective student-teacher relationship and enthusiasm for subject learning. Being an active participant of a tutor team making significant contributions to the House system and tutor programme. The post holder will actively engage with the CPD programme to ensure that his/her skills, knowledge and understanding remain current.

KEY RESPONSIBILITIES

- To teach across the whole age and ability range.
- To plan appropriately adapted lessons, meeting the needs of all pupils.
- To demonstrate inclusive, quality first teaching.
- To maintain up-to-date knowledge of individual pupil SEND needs.
- To make constructive use of ICT/e-learning in the classroom to enhance teaching and learning.
- To encourage high standards of conduct and behaviour in students, using positive behaviour management strategies in accordance with the behaviour management policy.
- To assess pupil achievement and offer appropriate intervention for future learning.
- To keep efficient records, integrating formative and summative assessment into planning.
- To implement departmental and school policies for assessment, recording, reporting, marking and extended learning.
- To engage in and maintain a dialogue with parents/carers concerning teaching and learning and the progress of pupils in assigned classes and tutor group.
- To support curriculum planning and development of schemes of work and resources in the subject/s taught.
- To maintain current subject knowledge, and the latest national requirements and guidance in the curriculum area.
- To be responsible for safeguarding the health and wellbeing of pupils, respecting the school safeguarding policy.
- To assist the Head of Department in informing parents, teachers, and governors of the work of the department and the progress of students.
- To comply with all agreed school policies and guidelines.
- To participate in school activities, meetings, discussions, and management systems necessary to co-ordinate the work of the school as part of directed time.
- To attend relevant INSET/CPD opportunities, keeping up to date with current pedagogical thinking and practice.
- To promote the school ethos, attitudes, and values in all aspects of work with pupils, colleagues, support staff, parents/carers, and visitors.
- To work as a tutor within the school's House system, reporting to the Head of House and Deputy Headteacher
- To participate in and support the performance management policy.



Please note:

1. The above responsibilities are subject to the general duties and responsibilities contained in the current statutory School Teachers' Pay and Conditions document.
2. The job description allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must have regard to the School Teachers' Pay and Conditions document.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed from time to time, and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. To comply with the requirements of the Health and Safety at Work regulations. To take reasonable care of the Health and Safety of him/herself and for others affected by his/her work and to co-operate with the employer in ensuring the Health and Safety responsibilities are carried out.
5. The school is committed to safeguarding and promoting the welfare of children and young people and the school expects all staff and volunteers to share this commitment.
6. Reasonable adjustment will be considered as required by the Equality Act.
7. The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equality Opportunities Policy.
8. This post is subject to a criminal record check under the arrangements established by the Disclosure and Barring Service



Safeguarding Children

- We are committed to the safeguarding and promotion of the welfare of children. In this light, we would like to draw the following matters to your attention:
 - 1. All appointments are made subject to:
 - a. An enhanced DBS disclosure.
 - b. Checks of professional status (EWC; QTS etc.).
 - c. Confirmation of professional qualifications.
 - d. Receipt of strong references (if not received by the time of interview); and
 - e. Medical clearance
 - 2. We only accept applications completed on the Droitwich Spa High School and Sixth Form Centre application form with a covering letter. Please do not send CVs or open testimonials.
 - 3. Please ensure that application form is completed in full. You must ensure that a full work history is provided and that any gaps in your employment are fully explained.
 - 4. The referees cited in your application form must include your employer from the last occasion in which you worked with children. If your last employment was in a school, we would expect a reference from the Headteacher and/or Deputy/Assistant Headteacher.
 - 5. When seeking references, we will request information about your suitability to work with children.
 - 6. If you are shortlisted, any anomalies in your application will be discussed with you at interview.

We encourage you to pay close attention to these matters so that your application is not excluded unnecessarily.



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree or equivalent 	
Experience	<ul style="list-style-type: none"> • Evidence of successful teaching across all three key stages. • Experience of building successful relationships with students / staff. • Proven ability as an excellent teacher. • Evidence of effective behaviour management. 	<ul style="list-style-type: none"> • Evidence of continued professional development.
Knowledge & skills	<ul style="list-style-type: none"> • Professional knowledge of high-quality teaching and learning. • Excellent subject knowledge. • Professional understanding of inclusion and strategies for engaging all learners. • Professional understanding of safeguarding within educational setting. • Ability to write reports, maintain accurate records and communicate effectively. • Effective organisational skills. • Ability to work with a diverse group of people. • Positive approach to learning and behaviour management. • Competent user of ICT. • Understanding of assessment and pupil progress. • Understanding of GDPR legislation. • An understanding of and commitment to equal opportunities. • Good time management and the ability to meet deadlines. 	<ul style="list-style-type: none"> • Ability to work creatively. • A good knowledge and understanding of national strategies and initiatives affecting the specialist subject.
Personal qualities	<ul style="list-style-type: none"> • Kind, compassionate and empathetic. • Fair. • Humbleness, honesty, and integrity. • Resilient and determined. • Relentless, energetic, positive, ambitious, and optimistic. • Able to motivate others and self. • Professional, thorough, and sincere. • Confident and able to cope under pressure. • Flexible and open to new ideas. 	<ul style="list-style-type: none"> • Willingness to be involved in wider school life.