

Ambition • Bravery • Respect



Northern Ambition Academies Trust

Teacher - Key Stage 1

Recruitment Pack



Northern Ambition
Academies Trust

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northernambition.org.uk

Our Values

Our mission is for every child to leave our schools equipped with the essential skills they need to contribute effectively to society and to become well-rounded, confident, happy adults. To do this, we keep the following values at the heart of everything we do:



Ambition

- We aim high and don't put limits on ourselves or other people.
- We are relentless in assessing our performance and seeking to continuously improve.
- We make the most of the opportunities offered to us to help us achieve our goals.



Bravery

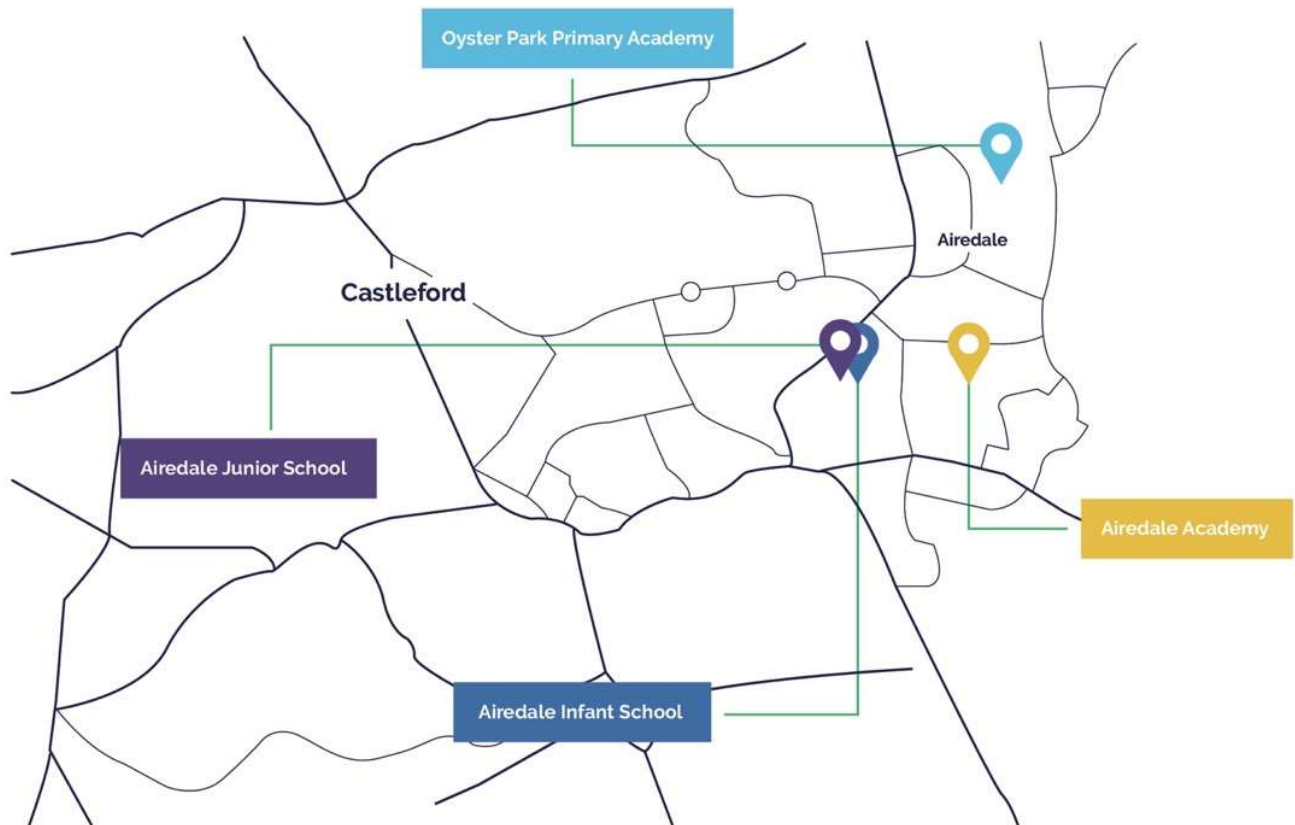
- We try new things and see mistakes as opportunities to learn.
- We don't shy away from tough decisions or difficult situations.
- We don't give up if things are hard.



Respect

- We think about the impact of our actions on others in the choices we make.
- We value what makes us different and believe everyone has something to contribute.
- We encourage honest, open debate and listen to constructive feedback about how to make things better.

Our Academies



Teacher – Key Stage 1

Purpose Of The Post

- To foster a learning environment and educational experience which provides pupils with the opportunity to fulfil their individual potential.
- To provide high quality teaching to pupils in the school, being responsible for their education and welfare.
- To carry out other such associated duties as are reasonably assigned by the Headteacher
- Promote the achievement of high standards through effective teaching and learning, preparation, evaluation and action planning, which set out the professional duties and responsibilities in line with STPC and Teacher's Standards
- To take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Responsible For

The provision of a full learning experience and support for pupils.

Liaising with

Headteachers, senior leaders, teaching/support staff, relevant staff with cross-school responsibilities, relevant non-teaching support staff, external agencies and parents/carers.

Requirements of the Post

The ability to attend meetings as required by the Headteacher/Line Manager.

Employees are encouraged to participate in training activities in order to enhance their own personal development.

All employees of a school have a responsibility for promoting and safeguarding the welfare of children and young people.

The employment checks are required:

- Evidence of entitlement to work in the U.K.
- Evidence of essential qualifications – see page 1 of this job specification
- Two satisfactory references
- Confirmation of medical fitness for employment
- Registration with appropriate bodies (where applicable)

The following employment checks are required for those positions which are based in a school or working with vulnerable young people and adults:

- Evidence of a satisfactory safeguarding check e.g. An Enhanced DBS

Main (Core) Duties

Operational/strategic planning

- To implement and deliver an appropriately broad, balanced and relevant curriculum for pupils, in line with the policies of the school.
- To support and monitor the overall progress and development of pupils and designated groups of pupils.
- To support in the preparation and implementation of support plans for individual pupils.
- To support the monitoring of pupil progress and performance.
- To assist with Phase enrichment activities.
- To help to develop new strategies which bring about sustained and measurable improvements.
- To assist in the development of visual aids and teaching resources making these imaginative and creative.
- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To comply with the requirements of the Teachers Standards.
- To have an up-to-date knowledge of the National Curriculum.
- To be an excellent classroom practitioner, able to plan, teach, assess, monitor and track the learning of children within school.
- Teach all areas of the National Curriculum.

Curriculum Development

- To keep up to date with national developments in the support and mentoring of pupils.
- To assist in the development and implementation of school policies and management systems including the School Improvement Plan.
- To respond to developments at national, regional and local levels.
- To co-operate with other staff to ensure effective usage of resources to the benefit of the school, students and wider Academy Trust.

Quality Assurance

- To help to implement Academy quality procedures and to adhere to those.
- To work towards the achievement of targets set within the year group.
- To establish common standards of practice with the phase team.
- To comply with the financial, health & safety, and HR processes and procedures of the school and the Trust.

Management Information

- To use data effectively to make informed choices about curriculum delivery.
- To make use of analysis and evaluation of performance data provided to identify target pupils and groups and show impacts of interventions.
- To contribute to providing the Phase Lead, SLT and the Governing Body with information relating to phase progress.

Communications

- To ensure effective communication and consultation with parents/carers.
- To liaise with representatives from the Academies Trust, partner schools, the local authority and other relevant external bodies as required.
- To liaise with the KS2 team to ensure curricular continuity and progression.
- To liaise with pupils, other teachers and relevant staff with cross-school responsibilities, relevant non-teaching support staff, parents/carers, partner schools,
- To provide parents/carers with information about the curriculum in order to maximise involvement in the classroom and the learning process.
- To take part in activities such as open evenings, parents' evenings and liaison events with partner schools.
- To meet parents/carers as appropriate.

Liaison

- To take part in activities such as open evenings, parents' evenings, review days and liaison events with partner schools.
- To contribute to the development of effective links with external agencies.

Working with Other Staff

- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To work in conjunction with the Headteacher to ensure the best possible potential outcomes for each individual pupil.

Additional Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and treat all users of the school with courtesy and consideration.
- Present a positive personal image, contributing to a welcoming school environment which supports equal opportunities for all.
- To continue personal development in relevant areas including subject knowledge and teaching methods.

Other Specific Duties

- To participate in training and continued personal development.
- To engage actively in the performance review process.
- To contribute to the extra-curricular programme of the school.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher/the Trust to reflect or anticipate changes in the job commensurate with the grade and job title.



Person Specification

Teacher- Key Stage 1

Essential Criteria

Qualifications

- Educated to Degree Standard
- Qualified Teacher Status

Experience

- Proven track record of teaching and motivating at primary age and across all abilities.
- Experience and understanding of working with children with SEND.
- An awareness of whole school issues/initiatives and involvement in these.

Skills, Attributes & Personal Qualities

- Able to communicate fluently and effectively (oral & written).
- Commitment to excellence and raising the academic and personal achievement of all pupils.
- Ability to promote a positive ethos and maintain high standards of behavior using positive strategies.
- Ability to work collaboratively with all school staff and parents/carers.
- Ability to ask for support and advice where necessary and act to improve own performance.
- Is committed to teamwork at all levels.
- A high level of personal organisational skills.
- Hardworking, flexible, reliable and responsive to change.
- Carries out all professional duties within whole school.
- Excellent interpersonal skills with pupils, colleagues, parents/carers and outside agencies.
- The ability to work under pressure and meet deadlines.
- Self-motivated and able to use initiative and find solutions.
- A sense of humour and professional resilience.

Professional Knowledge/Understanding

- Familiarity with current educational initiatives and developments.
- An ability to develop a variety of teaching strategies for support to develop self.
- Ability to recognize high quality KS practice and to model this.
- An understanding of the strategies required to promote learning across the ability range.
- Able to develop best practice through a wide range of imaginative, challenging and high quality approaches.
- Ability to create and maintain a safe, happy, stimulating and well-organized classroom.
- An ability to work as a member of a team to promote coherent and agreed policies and practices.
- An understanding of how to use data to inform planning and improve teaching and learning and pupils' performance.
- Knowledge of the National Curriculum.
- Experience of teaching phonics.
- Knowledge of primary teaching and learning styles.
- Committed to continued professional development.
- Ability to make appropriate use of ICT and understand its' role in enhancing teaching and learning.

Person Specification

Teacher – Key Stage 1

Desirable Criteria

Qualifications

- Evidence of further professional development

Experience

- Experience of working in a range of year groups including EYFS
- Experience of leading a subject area across a school
- Experience of delivering Read, Write, Inc or other phonics program

Skills, Attributes & Personal Qualities

- Participation/development of extra-curricular activities

Recruitment Process

1

Advert posted with job description and person specification.

2

Candidates invited to look around if desired.

3

Shortlisting process.

4

Candidates invited to interview, and references requested.

Interview days may include a task or teaching example depending on the role.

5

Offer made to successful candidate(s).

6

Pre-employment checks completed.

7

Start date and induction period.



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