



Job Description

Post title: Class Teacher

Pay Range: MPS (1-6)

Reporting to: Principal & the Leadership Team

Here at Hope Community School we believe every person is a unique individual with special gifts, talents, skills and experiences. Our school will treat every child as an individual and will recognise individual differences and work with children and their families to agree personal goals. Children are created with a capacity to learn and achieve, to explore, understand and affect the world around them.

Hope will cultivate a growth mindset in children and young people so that they expect to work to achieve success, do not fear failure and are comfortable with challenge. We believe success requires learning to "grow" intelligence through hard work, risk-taking and reflecting on mistakes and failures. Teaching and learning at Hope will aim to develop children who are motivated to face challenges and take control of their learning.

Strategic direction and development of provision in the school:

- Actively build the school culture promoting the Christian ethos and values through teaching and learning
- Contribute to a positive learning ethos, ensuring all pupils have access to a broad, balanced and relevant curriculum
- Set high expectations which inspire, motivate and challenge all pupils within an inclusive and diverse learning environment
- Analyse and interpret relevant school, local and national data relating to your class and advise the principal on the level of resources required to maximise achievement
- Liaise with staff, parents, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision within your class
- Consider the views of both pupils and parents and respond appropriately
- Help to foster a culture of high expectation concerning academic attainment and the development of personal qualities such as kindness, compassion, responsibility, humility, service and self-discipline

Teaching and learning

- Develop a classroom environment and teaching practice which secures strong progress and develops a lifelong thirst for learning
- Provide a professional model, clearly demonstrating effective teaching, classroom organisation and display, and high standards of achievement, behaviour and discipline
- Support the identification of, and provision for pupils with additional educational needs

- Regularly monitor progress of pupils within your class and reflect this in your plans
- Evaluate the effectiveness of your teaching and learning by work analysis and use these analyses to guide future improvements
- Ensure setting of realistic and challenging expectations for pupils in your class.
- Ensure that lessons are experiential, engaging and motivating for children
- Organise educational visits and activities to support and enrich the learning of children and complete all relevant risk assessments
- Work with other staff in contributing to children's holistic learning including extension and enrichment activities
- Lead at least one enrichment activity a year as part of the whole school enrichment curriculum
- Liaise effectively with other staff to ensure the successful transition of pupils through the school
- Contribute to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole
- Commit to ongoing professional development through a variety of processes to achieve outstanding teaching and learning
- Ensure the current national competencies for teachers are met
- Lead a subject area within the curriculum with passion and drive

Relationship

- Achieve constructive working relationships with all staff
- Direct, organise and manage the work of support staff within your classroom
- Provide regular information to senior staff on class progress
- Act as a key worker/personal mentor to children to ensure they review and reflect on their learning needs
- Communicate with parents in a variety of ways to include termly parent's meetings
- Provide written reports for parents throughout the year

Effective deployment of staff and resources

- Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting the class objectives

General

- Promote equal opportunities, inclusivity and diversity
- Seek to ensure the implementation of all school policies
- Take on any additional responsibilities which might, from time to time, be determined by the Principal

Safeguarding

- The job holder's responsibility for promoting and safeguarding the welfare of children and young persons for who s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times.
- If in the course of carrying out the duties of the role, the job holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the School's Child Protection Officer or to the Principal.

This job description sets out the main duties and responsibilities of this post at the time of drafting and will be reviewed by Hope Community School and the New Generation Trustees. It cannot be read as an exhaustive list. It may be altered at any time in consultation with the post holder

Person Specification

Essential / Desirable	Method of assessment
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Qualifications

• Qualified Teacher Status	E	Application
• Continued CPD in relevant areas	D	Application

Expertise

• An experienced good to outstanding classroom teacher	E	Observation Interview
• A good understanding of the curriculum and its impact on practice	E	Application Interview
• Knowledge of effective strategies in teaching & learning	E	Application Interview
• Use of ongoing and summative assessment to promote children's development	E	Application
• A willingness to participate in the wider aspects of school life	E	Interview
• Experience in teaching in schools with large cohorts of children eligible for free school meals and who speak English as an additional language	D	Application Interview
• Ability to teach a range of subjects	E	Application Interview

Skills & Abilities

• Will advocate the ethos and value of HCS and NGST	E	Interview
• Can think creatively 'outside the box'	E	Application Interview
• Deal with the unplanned	E	Interview
• Act sensitively	E	Application Interview
• Seize opportunities for HCS	E	Interview
• Good relationship building skills	E	Interview
• Experience of using ICT software and hardware and its use in the classroom	E	Application Observation
• Good written and verbal communication skills	E	Application Interview

Qualities - Can demonstrate:

• Lifelong learning	E	Application
• Credibility	E	Reference
• Integrity	E	Reference
• Passion	E	Application Interview
• Flexibility	E	Application Interview
• Resilience	E	Interview
• Support of Christian values and practices in the life of HCS	E	Application Interview