

# Class Teacher at Ocean Academy

## Specific role: Teacher

### Salary range: Main scale

### Job Description

The Teacher role is directly accountable to the Principal with line management and mentoring from experienced and qualified staff within the academy in accordance with career stage.

#### The main focus of the role is to:

- Carry forward the Aspirations Trust and Ocean Academy vision and values
- Support the continuous and consistent Aspirations Trust-wide focus on raising achievement and improving student outcomes
- Deliver high quality teaching and learning and support the culture of excellence, challenge and inclusion
- Set high standards of professionalism, ensuring that the classroom is well planned, tidy and provides a bright and stimulating environment in which children can learn.

#### Responsibilities:

##### Teaching and Learning

- Be clear about teaching objectives and learning outcomes in lessons, understand the sequence of teaching and learning and communicate this to pupils
- Manage the classroom in such a way so as to provide a variety of teaching and learning styles as appropriate
- Scaffold learning to suit the needs of all learners - using our phase system to deliver this in the first instance
- Establish a rapport with pupils to develop their social and academic potential, nurturing children and communicating effectively with their families
- Set expectations and targets for pupils that are realistic yet aspirational and challenging and bring about improvement in pupil performance.
- Where appropriate, develop effective links with the local community, including business and industry, so as to extend both the curriculum and pupils' wider understanding
- Promote the academy Growth Mindset ethos and develop the values of Self Worth, Engagement and Purpose
- Ensure curriculum coverage, continuity and progression for all pupils, from the most able through to those with special educational needs
- Use evidence based approaches adopted by the academy to drive progress for all
- Revisit and revise knowledge in all curriculum areas to ensure all pupils 'know more, remember more'
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.

## **Assessment**

- Consistently and effectively use information about children's prior attainment and skills to focus on the next steps in their learning
- Assess, record and report on the development, progress and attainment of pupils using agreed assessment for learning and summative strategies
- Respond to pupils' work in accordance with the school assessment and feedback policy
- Monitoring homework of pupils

## **Curriculum**

- Plan and review the year group curriculum on a regular, weekly basis with the year team and be an active part of the team
- Lead a subject across the academy in line with career stage (not as an ECT or Teacher Apprentice) and manage a budget to facilitate resourcing this
- To keep up-to-date with national developments in the subject area and teaching practice and methodology

## **Behaviour and Engagement**

- Maintain discipline and acceptable standards of conduct and appearance of pupils
- Mark the class register, ensuring absences and lateness are accounted for and taking appropriate action where they are not
- Be fair and consistent with rewards and sanctions, following the academy behaviour and engagement policy

## **Organisation / Other contributions**

- Deal with all administrative, organisational and supervisory tasks as necessary for the role
- Participate, as directed, in meetings with colleagues and parents in respect of the duties of the post
- Contribute to academy policies and learning strategies as directed
- Be an active participant in the whole life of the academy
- Adhere to the academy dress code and code of conduct
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Body (STPCB) and (at the reasonable request of) the Principal not mentioned in the above in line with your role
- Have a high level of attendance and punctuality
- Have high levels of professionalism and adherence to confidentiality

## **Continued Professional Development**

- Attend staff meetings, INSET and other training events as directed by Ocean Academy or Aspirations
- Participate, as directed, in in-service training in order to keep abreast of trends and developments in education, especially those relevant to the duties and responsibilities of the post
- All staff are expected to participate in the academy appraisal system (Growth Conversation) and will be offered high quality CPD to support their role

## **Safeguarding /Health and Safety**

- Know and understand the health and safety requirements, including where to obtain expert advice, and ensure there is a safe working environment in which risks are properly assessed and risk assessments are completed
- Undertake safeguarding training as directed as part of the role

## **Career/Salary Progression:**

### **Teacher Apprentice**

NQT status will be awarded on completion of the Apprenticeship and in line with the course expectations and standards. On completion of the course, Apprentice teachers will move to the qualified teacher pay scale as per the terms and conditions of the school/academy

### **Early Careers Teacher**

Once awarded NQT status, ECTs will move to the qualified teacher pay scale as per the terms and conditions of the school/academy

### **Class Teachers**

All qualified teachers will be paid in line with the qualified teacher pay scale as per the terms and conditions of the school/academy. The pay scale will be linked to the role and career stage of the teacher.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable equality of access.

## Person Specification

Assessed by application (A) Assessed by the recruitment process (R)

Criteria	Qualified Teacher		ECT Teacher		Teacher Apprentice	
	Essential	Desirable	Essential	Desirable	Essential	Desirable
<b>Qualifications</b>						
Qualified teacher	A		A		N/A	N/A
Degree or equivalent	A		A		A	
Evidence of relevant CPD	A		A		A	
<b>Professional Experience</b>						
Successful teaching experience In EYFS, KS1 and or KS2	A,R		A,R			A,R
Evidence of team work and supporting colleagues effectively	A,R		A,R		A,R	
Experience of successful organisation and administration.	A,R		A,R		A,R	
Ability to use IT and other new technologies	A,R		A,R		A,R	
<b>Knowledge / Skills</b>						
Good understanding of how children learn and how to raise standards of achievement	A,R		A,R			A,R
Ability to communicate effectively with different audiences, orally and in writing.	A,R		A,R		A,R	

Ability to use recent developments to inform own and others practise.	A		A,R			A,R
Ability to interpret and act on a wide range of key data.	A,R		A,R			A,R
Good organisational skills.	A,R		A,R		A,R	
The ability to successfully build teams and motivate others.	A,R		A			A
To support the continuing professional development of colleagues including their own.	A,R		A		A	
Successful parent and external professional liaison	A		A			A
<b>Leadership</b>						
Effective team member	A,R		A,R		A,R	
High expectations for accountability and consistency.	A,R		A,R		A,R	
Genuine passion and a belief in the potential of every student	A,R		A,R		A,R	
Leads effective behaviours in own class	A,R		A,R		A,R	
<b>Skills and Qualities</b>						
A passion for education and making a difference.	A,R		A,R		A,R	
Effective communication and interpersonal skills	R		R		R	

Ability to prioritise to meet deadlines	A,R		A,R		A,R	
Excellent attendance and punctuality record.	A,R		A,R		A,R	
Energy, enthusiasm, commitment, integrity, good sense of humour.	R		R		R	
Commitment safeguarding and Equal Opportunities; the ability to support and develop the Academy's Equal Opportunities policies.	A,R		A,R		A,R	
<b>Aspirations Trust</b>						
Display a commitment and support for the aims of the Aspirations Trust in all its Academies	A,R		A,R		A,R	

## Safe Recruitment Procedure

Aspirations and Ocean Academy Poole are committed to safeguarding and promoting the welfare of all children, young people and staff. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

### Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### Shortlisting

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form. Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

### Interview

Those shortlisted will then be invited to take part in an interview with questions relating to the job description and person specification. There may also be a presentation and specific tasks relevant to the role.

### Reference checking

At least two references will be requested, normally from the previous and current employers. These may be contacted before the interview and in all cases before an offer of appointment is confirmed.

**How to apply**

Please follow the link to complete the online application form outlining your vision for the provision of outstanding education at Ocean Academy and how you best meet the person specification.