

## Primary Classroom Teacher

### Job Description and Person Specification

Light Years School is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

#### Job Details

This is an exciting opportunity to join our team in the role of **Primary Classroom Teacher**. You would be working alongside other team members including senior leaders, classroom teachers, learning support assistants, a therapy team and other support roles. Our provision includes small class sizes of 8 pupils, sensory friendly learning spaces, large classrooms, outside play areas, high staff to pupil ratio and a personalised curriculum approach.

Our school motto; 'start small, grow tall' symbolises a child's growth and development through their individual learning journey at Light Years School. We believe passionately that with the right support at the right time, pupils will thrive in school and be ready for the next stage of their education.

#### Values

Primary Classroom Teachers will share our values:

**Understanding:** We show understanding and care to truly comprehend a child's journey up to the point of joining our school.

**Acceptance:** We encourage children to accept themselves and others for who they are and feel good about themselves.

**Celebrate:** We celebrate pupil's individuality and their superpowers!

**Resilience:** We inspire pupils to try new experiences, overcome barriers and grow in confidence.

**Courage:** We promote a culture where pupils will feel safe enough to see failure as part of their learning and be brave enough to take on the next challenge.

**Kindness:** We treat our school community with kindness and respect.

#### Main Purpose

The Primary Classroom Teacher will:

- Fulfil the professional responsibilities of a teacher as set out in the Teachers' Standards Part 1 and Part 2.
- Plan and deliver exceptional lessons in line with the school's curriculum and wider policies.
- Ensure the safety and welfare of pupils is promoted by adhering to the safeguarding policies and procedures of the school.

### Primary Classroom Teacher Specific Responsibilities

#### Teaching

- Plan and teach well-structured multi-sensory, adaptive lessons across the primary national curriculum, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.
- Foster a love of learning beyond the curriculum through our Personal Development provision.

#### Whole-School Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.
- Lead subject(s) to improve outcomes across the whole school.

#### Health and Safety

- Promote the safety and wellbeing of pupils.
- Maintain a safe environment which is well structured and clean.
- Update risk assessments when appropriate.
- Conduct daily checks of learning spaces and report concerns and hazards to the maintenance manager or Headteacher.
- Complete health and safety training allocated by the school.

#### Pastoral Support

- Be responsible for the pastoral care of pupils.
- Actively contribute to the personal development curriculum including leading trips and visits.
- Contribute to annual reviews by creating and updating IEPs for pupils in their class.
- Undertake break and lunch time duties, supporting and supervising pupils during unstructured times.

#### Professional Development

- Take part in the school's appraisal procedures.

- Take part in further training and development to improve your own teaching.
- Take part in the appraisal and professional development of others, where appropriate.
- Complete the school's induction period of training.
- Complete mandatory online training modules selected by the school.
- Attend all in-house training as required by the Headteacher.

#### **Working with parents**

- Build positive and professional relationships with parents and carers.
- Follow the school's communication process when communicating with parents.
- Ensure communication is completed in a timely manner.
- To raise concerns with the Headteacher and/or DSL as appropriate.

#### **Working with colleagues and other professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

#### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos; policies and practises of the school; and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

#### **Safeguarding**

- Contribute to the school's safeguarding culture by maintaining an awareness of current safeguarding trends and participating fully by taking an involved and informed approach
- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.
- Promote the safeguarding of all pupils in the school.
- Know that safeguarding is everyone's responsibility and maintain an attitude of *"it could happen here"*.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or Line Manager.

#### **Additional Responsibilities**

Teachers who are paid on **LY5-LY9** will be expected to undertake additional responsibilities that contribute to the wider development of the school.

The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or Line Manager.

***Visits are strongly encouraged prior to interview.***

### **To Apply**

Please go to our website [www.lightyearseducation.co.uk](http://www.lightyearseducation.co.uk) and complete an application form and return to [admin@lightyearseducation.co.uk](mailto:admin@lightyearseducation.co.uk). Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found. If you have any questions about the role or would like to arrange a tour please contact Sarah Alden via email at [admin@lightyearseducation.co.uk](mailto:admin@lightyearseducation.co.uk).

### **Safer Recruitment**

We are committed to safeguarding and promoting the welfare of our children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to a Disclosure and Barring Service check along with other relevant employment checks.

Person Specification		
Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Degree</li> </ul>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Proven ability as a classroom teacher</li> <li>Experience of working effectively within a team</li> <li>Experience of working with pupils with identified SEND needs, specifically autism</li> </ul>	<ul style="list-style-type: none"> <li>Range of evidence of CPD which has enhanced the quality of teaching.</li> </ul>
Professional knowledge, understanding and skills	<ul style="list-style-type: none"> <li>Understanding of the National Curriculum and its assessment</li> <li>Knowledge of effective teaching and learning strategies</li> <li>A good understanding of how children learn</li> <li>Ability to adapt teaching to meet pupils' needs</li> <li>Ability to build effective working relationships with pupils</li> <li>Knowledge and experience of guidance and requirements around safeguarding children</li> <li>Effective behaviour management strategies</li> <li>Good ICT skills, particularly using ICT to support learning</li> <li>Ability to work well with parents and carers</li> </ul>	<ul style="list-style-type: none"> <li>Read Write Inc Training</li> <li>Experience using Hampshire Schemes of Learning</li> </ul>
Specific knowledge, understanding and skills	<ul style="list-style-type: none"> <li>Using a positive approach to promote learning and excellent behaviour</li> <li>Clear understanding of Assessment for learning</li> <li>Proven record of using assessment to personalise learning opportunities for individuals and groups</li> </ul>	<ul style="list-style-type: none"> <li>Skills to share and lead in a specific subject area</li> </ul>
Professional values	<ul style="list-style-type: none"> <li>High expectations for children's attainment and progress</li> <li>Commitment to multi-sensory and adaptive learning</li> <li>Commitment to the personal welfare and safeguarding of children</li> </ul>	
Personal qualities	<ul style="list-style-type: none"> <li>Passionate about Learning and Teaching</li> <li>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>Ability to work under pressure and prioritise effectively</li> <li>Commitment to always maintaining confidentiality</li> <li>Commitment to safeguarding and equality</li> </ul>	<ul style="list-style-type: none"> <li>Brings personal interests and enthusiasms to the school community</li> </ul>

*This job description is subject to annual review and/or change at other times in response to identified needs of the school.*