



Lumen Learning Trust

Learning together for a brighter future

Class Teacher

Are you an ambitious teacher who is keen to make a difference? We are offering a wonderful opportunity to become an integral part of our exceptional community of children and adults.

Walton Oak Primary School is seeking to appoint an outstanding teacher who has a passion for creating lifelong learners, are committed to inclusion and equality and have high expectations of themselves and every child. Main duties and responsibilities of the job are included in the job description attached to this advertisement along with a person specification giving details of the skills, qualifications and experience required for the roles.

Walton Oak Primary is a two-form entry primary school with a nursery in Walton on Thames, Surrey with a diverse catchment and a wonderful team spirit. The whole school team is committed to ensuring a safe and happy environment where children love learning and thrive. We have a strong reputation for working collaboratively with other local schools and are constantly on the look-out for opportunities to enhance our provision. The right candidate will be joining a strong, professional team of enthusiastic staff who will work alongside you in a supportive and constructive way.

Walton Oak is part of the Lumen Learning Trust and as such plays an important part in the development of not only our school but for all the schools in the Trust.

As a Trust we are committed to offering all our teachers:

- Accelerated career development, which can include gaining qualifications in middle and senior leadership
- Opportunities to work in partnership with other teachers and leaders across the Trust to develop practice in our own schools as well as other local schools
- A climate where your contributions are valued and positively received by all

If this is your first appointment, we offer ECTs:

- Ringfenced non-contact time each week to enable you to fully commit yourself to the professional growth opportunities that are so important at the outset of your career
- A well-trained and supportive mentor who is well-versed in the expectations of the Early Career Framework and committed to enabling their ECT be the best teacher they can be
- A whole team of staff who share the same values and high aspirations for all our children
- Trust wide support from leaders and colleagues across the Trust;
- Opportunities to attend training with other ECTs in local schools;
- Paid 2024 summer holiday following a two-week paid induction programme during July 2024 (this is not obligatory but available for all ECTs if they would like to participate).

We warmly welcome any interested applicants – including teachers looking for their first role - to either come and look around our school and meet the headteacher, or call and speak to the headteacher to discuss any questions you may have. Please contact the school office to arrange a visit.

The deadline for applications is 9am on Tuesday 16th April 2024. However, please feel free to apply as soon as possible as applications will be considered upon receipt. We reserve the right to interview/appoint before the closing date.

Salary: £31,350 to 47,839 (dependent on experience)

Closing date: Tuesday 16th April 2024

Interviews: Friday 19th April 2024

Start date: 1st September 2024

To apply please complete the application form; we do not accept CVs. Previous applicants need not apply.

Lumen Learning Trust is committed to Safeguarding and promoting the welfare of children. To achieve our commitment, we will ensure continuous improvement and development of robust Safeguarding processes and procedures that promote a culture of Safeguarding amongst our staff and volunteers.



Job title Class Teacher

Line manager: Headteacher

Salary: Main Pay Scale/Upper Pay Scale (dependent on experience)

Line Management: The postholder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities.

Job Description

Title	Class Teacher
Job Purpose	<ul style="list-style-type: none"> • Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all; • Be responsible and accountable for achieving the highest possible standards in work and conduct; • Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position; • Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils; • Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012); • Take responsibility for promoting and safeguarding the welfare of children and young people within the school.
<p>Duties and responsibilities:</p> <p>All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers’ performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.</p> <p>Teaching</p> <ul style="list-style-type: none"> • Deliver the curriculum as relevant to the age and ability group/subject/s that you teach; • Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate; • Be accountable for the attainment, progress and outcomes of pupils’ you teach; • Be aware of pupils’ capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn; • Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them; • Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject); • If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics; • Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners’ progress and levels of attainment; • Make accurate and productive use of assessment to secure pupils’ progress; • Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study; • Use relevant data to monitor progress, set targets, and plan subsequent lessons; • Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate; 	

- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils;
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary;
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils;
- Have high expectations of behaviour, promoting self-control and independence of all learners;
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document;
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns in accordance with the most recent Child Protection Policy and Keeping Children Safe in Education;
- If responsible for induction of new staff, ensure that these staff members are aware of the most recent safeguarding guidance and in particular the identity of Designated Safeguarding Leads in school.

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies;
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them;
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments;
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil;
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school;
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document;
- Take on subject or equivalent leadership responsibilities;
- If UPS, take on responsibilities relevant to their pay scale in terms of ensuring development of provision across the school.

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships;
- Deploy support staff effectively as appropriate;
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate;
- Communicate and co-operate with relevant external bodies;
- Make a positive contribution to the wider life and ethos of the school.

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate;
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues;
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal;
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality;
- Perform any reasonable duties as requested by the headteacher.

LLT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We welcome applicants from under-represented groups.

CLASS TEACHER – PERSON SPECIFICATION

Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • 8 or more GCSEs or equivalent with minimum of B grades in English & Maths; • 3 Cs or above at A level or equivalent; • 2:2 or above at Degree level or equivalent; • Qualified Teacher Status 	Further professional development training; Management qualification or certified evidence of training.
Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Exemplary classroom practitioner; • Teaching across the primary range • Working with children with a wide range of Special Educational Needs. 	Experience of working in an Ofsted-graded 'Good' school
Professional Knowledge and Understanding	
Essential	Desirable
<ul style="list-style-type: none"> • Strategies to secure excellent teaching and learning; • Able to use assessment data and use it to improve standards; • Strategies for effective behaviour management. 	Commitment to life long learning;
Skills, Abilities & Attributes	
Essential	Desirable
<ul style="list-style-type: none"> • Is an intuitive, reflective practitioner who is committed to developing own skills as well as that of others in teaching team; • Able to plan and organise self and others effectively; • Communicate effectively at all levels; • Use ICT effectively as both a learning & management tool; • Recognise and take account of the diversity of the school community; • Personally resilient; • Has personal impact and presence yet with an open and friendly manner; • Is aware of impact on others; • Is a creative problem-solver capable of seeing need for and using own initiative when necessary • Able to build relationships with parents and carers from a wide variety of backgrounds in a way that does not compromise the professional relationship between home and school; • Has adaptability, energy, good sense of humour, range of interests outside of school; • Commit to becoming an outstanding teacher • Fully understands, respects and works within the expectations regarding professional confidentiality 	Organisational effectiveness; Accept and work effectively with other professionals outside education.