



## **Teacher**

### **Waterhouses CE Primary Academy**

#### **Permanent**

#### **0.6 FTE**

#### **MPS/UPS**

QEGSMAT are seeking to appoint an enthusiastic Teacher to join our hardworking and high achieving team at Waterhouses CE Primary Academy. We are looking for a strong and reflective practitioner, who will complement our team and join us at our warm and friendly village school. The successful candidate will be committed to maximising each child's potential and inspire pupils with a creative and relevant curriculum and high-quality teaching and learning.

The successful candidate will be:

- A creative and enthusiastic classroom practitioner with high expectations and a proven track record of raising standards
- Familiar with SATs and end of year expectations
- Able to make a difference to children's learning and support them in making excellent progress, regardless of their starting point
- Proactive in using and applying Growth Mind-set principles and a mastery approach
- Willing to work in a highly motivated team of friendly staff
- Committed to providing exciting and high-quality learning opportunities in a stimulating environment
- Friendly and approachable with a "can-do" attitude

Waterhouse's is a proud member of QEGSMAT. The Trust's values are for students to 'Question, Explore; Give; and Succeed'. Our exceptional staff, strong leadership, motivated children, as well as excellent facilities, provide the successful formula for this.

At QEGSMAT we believe and promote that exceptional workforce creates exceptional results; they transform lives and transform futures. We support every pupil to achieve their full potential and become a confident, resilient, and compassionate individual who can make a positive contribution to society.

### **Why work for us?**

- At QEGSMAT, we value the hard work and dedication of our team members, as as such we believe that progression should be a simple process. That's why we are proud to offer an Automatic Pay Review program, rather than the traditional annual pay and performance review, as part of our comprehensive benefits package.

- Continual access to CPD opportunities. QEGSMAT works with a large number of organisations to develop staff to fulfil their aspirations and potential. We are committed to providing first-rate training and development to all our staff within this evolving Trust.
- We are committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community.
- All staff have access to our Employee Assistance Programme which provides confidential, independent and unbiased information and guidance 24/7. This can also include bespoke counselling sessions for staff if needed.
- All roles are subject to nationally agreed terms and conditions of service.
- Access to Teacher Pension Scheme employer contributions of 28.68% for Teachers.
- Family-friendly policies.
- Access to Flu Vaccines.
- Opportunity to work flexibly.
- Access to 750+ discounts on everyday essentials via our benefits package with Vivup.



QEGSMAT is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is a criminal offence to engage or seek to engage in regulated activity or regulated work with children, if you appear on the DBS barred list. All appointments are subject to an Enhanced DBS check. The Trust is also a United Kingdom Immigration and Vetting Sponsor therefore, sponsorship for skilled worker visas may be available.

Further information about our commitment to Safeguarding can be found - <https://www.eggsmat.com/documents/safeguarding>

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions, convictions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

If you are interested and wish to have an informal conversation to discuss the role or would like to visit the school, we would be happy to arrange this. Please call 01538 308356. Further details about our school can be found on our website: <https://waterhouses.staffs.sch.uk/>

To apply for this position, please visit: <https://eggsmat.face-ed.co.uk/vacancies>

**Closing date for applications:** Monday 2<sup>nd</sup> June 2025

**Interview date:** w/c 9<sup>th</sup> June 2025

**Salary:** MPS/UPS

**Potential Start date:** September 2025



## **JOB DESCRIPTION**

**POST TITLE:** Teacher

**REPORTING TO:** Headteacher

**SCALE:** Main/Upper Pay Scale

**DISCLOSURE LEVEL:** Child workforce – Enhanced including Barred

### **CORE DUTIES:**

#### **A teacher must:**

- Implement and deliver an appropriate broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school;
- Facilitate, support and monitor the overall progress and development of a designated group of pupils;
- Foster a learning environment and educational experience which provides children with the opportunity to fulfil their individual potential;
- Share in the development of the school curriculum, courses of study, teaching materials, teaching programmes, methods of teaching and assessment and their review;
- Support and contribute to the school's responsibility for safeguarding children.

### **Main Responsibilities**

- Teach pupils in their assigned group according to their educational needs, including the setting and marking of work to be carried out by the pupils in school and elsewhere;
- Plan their teaching to achieve optimum progression in pupil's learning;
- Identify clear teaching objectives and content, appropriate to the subject matter and the pupils being taught, and specify how these will be taught and assessed;
- Set tasks for the whole class, individuals or groups, which challenge pupils and ensure high levels of interest;
- Set appropriately demanding expectations of pupil's learning, motivation and presentation of work;

- Set clear targets for pupil's learning which they share and understand;
- Direct and supervise the work of Teaching Assistants in their classroom;
- Assess progress, development and attainment of pupils and keep such records as are required by the school's systems;
- Co-operate and liaise with other professionals, including fellow staff and colleagues from external agencies (for example, specialist teachers from the LA support services, health professionals and social workers);
- Ensure a high quality learning experience for pupils, which meets internal and external quality standards;
- Use a variety of a delivery methods appropriate to students' learning styles and the varying demands of curriculum;
- Provide a positive, and conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships;
- Set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.
- In accordance with the Teachers' Pay and Conditions Document, there is a requirement for all teachers to contribute to the development of the school curriculum, teaching methods and their review. The tasks expected of the teacher may include the following and there may be dedicated time (if appropriate) to address some of the tasks:
  - Collate and analyse information relating to the standards achieved by pupils for presentation to the Leadership Team, governors and QEGSMAT;
  - Lead a curriculum areas;
  - Secure and allocate the resources necessary to deliver the curriculum within an allocated budget;
  - Advise and support other members of staff on the content and delivery of the curriculum;
  - Support and adhere to the school's quality assurance procedures.
  - Lead on SEND

### **Generic Responsibilities**

- Contribute to the personal, social, health, citizenship and enterprise education of pupils according to school policy;
- Actively engage in the school's performance management appraisal system;
- Contribute to the formulation and implementation of the Academy Improvement Plan and associated actions plans, as appropriate;

- Play a full part in the life of the school community and support its ethos;
- Follow and actively promote the school's policies;
- Comply with health and safety policy and undertake risk assessments as appropriate;
- Communicate effectively with parents of pupils and with persons or bodies outside the school who are concerned with the welfare of pupils, after consultation with appropriate staff;
- Actively pursue own personal and professional development;
- Any further duties which may from time to time, reasonably be required by the Headteacher.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.
- This job description is current at the date shown, but in consultation, may be changed by the Headteacher/Governors to reflect or anticipate changes in the job commensurate with the scale and job title.
- Appointment to this role is subject to the current conditions of employment of teachers contained in the School Teachers Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation, and the school's articles of government

## **METHODS OF WORKING**

### **The post holder must:**

- Maintain confidentiality and observe data protection and associated guidelines where appropriate;
- Maintain an awareness of Safeguarding Children and Child Protection;
- Understand and comply with the Trust's Health and Safety Policy in the performance of their duties and responsibilities;
- Carry out the duties of the post in compliance with the academy's Equal Opportunities Policy;
- Understand and comply with all other relevant academy policies;
- Take an active part in appraising their own work against agreed priorities, targets, professional development and supervision arrangements;
- Undertake any necessary training associated with the duties of the post;
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.



### Person Specification for Teacher

	Essential	Desirable
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in continuing professional development</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of the National Curriculum</li> <li>• Ability to deliver well planned and stimulating lessons across the curriculum and ability range</li> <li>• Knowledge and understanding of effective behaviour management strategies and the ability to put these into practice</li> <li>• Knowledge of what constitutes effective teaching and learning including different styles of learning</li> <li>• Evidence of planning, organisation, implementation, assessment and record keeping</li> <li>• Ability to support less able children and extend the more able</li> <li>• Knowledge of current educational trends and initiatives</li> <li>• Knowledge of National Curriculum Frameworks for Literacy and Numeracy</li> <li>• Knowledge of SEND Code of Practice</li> </ul>	<ul style="list-style-type: none"> <li>• Specific expertise and enthusiasm for planning and teaching a creative, cross curricular approach</li> <li>• Experience of mastery teaching</li> <li>• Experience of teaching pupils with social, emotional and behavioural needs and ASD</li> <li>• Familiar with White Rose Maths</li> <li>• Knowledge of Growth Mind-set principles</li> <li>• Have the National Award for Special Education Needs Co-ordination</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• To have taught in a variety of age groups.</li> <li>• Experience of in year and end of year assessments and SATs</li> </ul>	

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Outstanding teacher</li> <li>• Ability to maintain an orderly, attractive and well managed classroom</li> <li>• High expectations of pupils to do their very best and make significant progress</li> <li>• Ability to help pupils become independent learners</li> <li>• Competency in ICT and ability to use ICT across the curriculum</li> <li>• Organisation and communication skills</li> <li>• Ability to establish sound professional relationships with children, colleagues and parents</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness and ability to contribute to whole school development</li> <li>• Willingness and ability to contribute to extra-curricular activities</li> </ul>
<b>Equal opportunities</b>	<ul style="list-style-type: none"> <li>• Knowledge and commitment to equal opportunities issues as they relate to schools</li> <li>• Commitment to Inclusion</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Adaptability</li> <li>• Flexibility</li> <li>• Energy, enthusiasm and warmth</li> <li>• Hard working</li> <li>• A “can do” attitude.</li> <li>• Embraces a Growth Mindset philosophy and believes in every child</li> </ul>	