

## Job Description – Teacher (Cover)

<b>POST:</b>	Cover Teacher (0.6)
<b>RESPONSIBLE TO:</b>	Principal
<b>KEY RELATIONSHIPS:</b>	Academy Leadership Team; relevant teaching and support staff; LA representatives; external agencies; parents; local community; other Oasis Academies and Oasis Community Learning central staff
<b>SALARY:</b>	MPS (M1-M4)
<b>CONTRACT:</b>	Fixed term until 31 August 2023
<b>LOCATION:</b>	Oasis Academy New Oak
<b>WORKING PATTERN:</b>	Part-time (0.6) as described in the School Teachers' Pay and Conditions Document
<b>START DATE:</b>	1 <sup>st</sup> September 2022
<b>JOB PURPOSE:</b>	To ensure high quality curriculum provision and effective teaching and learning within the curriculum area, and to carry out the professional duties of a qualified teacher in accordance with the current DCFS Teachers' Pay and Conditions document.
<b>DISCLOSURE LEVEL:</b>	Enhanced

### Accountabilities:

- To teach across the age and ability range, in line with the national curriculum programmes of study, in such a way as to challenge and inspire students of all abilities.
- To plan, prepare and teach lessons to students assigned to him/her according to the students' education needs, with reference to prior attainment, SEN and English as an additional language as required.
- To assess, record and report on the development, progress and attainment of students assigned to him/ her in line with Academy policies.
- To contribute to the planning and implementation of the curriculum in accordance with national curriculum, Academy and subject guidelines.
- To liaise with colleagues to ensure a coherent programme of study for the students assigned to him / her.
- To set high expectations for students' behavior, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- To be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy and curriculum area with students, staff and parents where appropriate.
- To be responsible for an aspect of the Curriculum Development/Improvement Plan, as agreed with the Principal. To promote enrichment and extension activities related to the subject.
- To take an active role in the Academy's pastoral care of students and to fulfil the role of class teacher
- To actively support and contribute to the Academy's programme for Initial Teacher Training trainees, as required.
- To attend all scheduled meetings.

## F. GENERAL RESPONSIBILITIES

- Always maintain confidentiality; some information will be of a sensitive nature; some will be covered by the GDPR.
- Perform duties to agreed timetables and deadlines.
- Comply with health and safety policies, including fire precautions and prevention.
- Ensure all OCL policies are read, understood, and followed.

## G. TRAINING, COMPLIANCE AND PERSONAL DEVELOPMENT

To endeavour, through further external or internal training sessions or courses, to enhance the professional quality of your work.

- To attend training courses during day hours as required and directed.
- To be familiar with the policies and procedures, e.g., on safeguarding, missing person, complaints procedures etc.
- To receive regular supervision by your Line manager. At these sessions, your responsibilities will be reviewed, and further training needs identified and agreed as necessary.
- To behave in such a way as to set an example to the children of mature and appropriate behaviour, representative of the academy's ethos and standards.

### Safeguarding children and young people

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

- **To work to the best of ability, to be diligent, honest, and ethical in the performance of duties and to conduct personal and professional life in a way which seeks to uphold the Oasis Ethos and the Oasis 9 Habits**
- To effectively contribute to our organisational commitment to excellent education at the heart of our communities.
- To be aware of and understand our Equality and Diversity Policy and always ensure that the duties of the post are carried out in accordance with the Policy.
- To ensure compliance with all Health and Safety legislation and associated codes of practice and policies.
- Review and develop own professional practice, maintain effectiveness as a member of the academy staff by taking responsibility for own continuing professional development.
- Demonstrate a willingness to engage with further training and other opportunities to gain appropriate skills, knowledge and vocational or academic qualifications.

### OTHER:

**The above responsibilities are subject to the general duties and responsibilities contained in your Contract of Employment.**

**The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.**

### Signed:

<b>Employee:</b>		<b>Line Manager:</b>	
<b>Print Name</b>		<b>Print Name</b>	
<b>Date</b>		<b>Date</b>	

## Teacher (Cover)

### Person Specification

#### Our Purpose

Oasis Academies exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally, and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

#### Oasis Community Learning Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Teacher training qualification</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>Teaching within a primary school setting</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching in a school with a high proportion of FSM children</li> </ul>
<b>Teaching And Learning</b>	<ul style="list-style-type: none"> <li>Proven record of good or outstanding teaching</li> <li>Sound understanding of what constitutes excellent classroom practice</li> <li>Evidence of using accurate assessments to support good progress for all groups of pupils, particularly higher attaining pupils</li> <li>An excellent understanding of Assessment for Learning and its impact on individual progress</li> <li>A creative and exciting approach to teaching and learning</li> <li>Effective use of ICT to enhance learning</li> <li>A proven ability to create an exciting learning environment that promotes independence and supports learning</li> </ul>	
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>An up to date, working knowledge of the National Curriculum including the new National Curriculum</li> </ul>	

	<ul style="list-style-type: none"> <li>• Demonstrate a good understanding of the need for broad and balanced curriculum which meets needs of an individual school and child</li> <li>• A clear desire to bring enthusiasm and creativity to curriculum development</li> </ul>	
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Excellent organisational and time management skills.</li> <li>• Ability to direct and work with additional adults in the classroom</li> </ul>	
<b>Working with Special Needs</b>	<ul style="list-style-type: none"> <li>• Ability to plan for children with a range of needs</li> <li>• Commitment to inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with deaf children and ASD</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>• An understanding of the importance of the Academy's role in the community</li> <li>• Experience of inspiring parents/ carers to be engaged in children's learning</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with parents / carers and the wider community</li> </ul>
<b>Attitude and Ethos</b>	<ul style="list-style-type: none"> <li>• A willingness to uphold and promote the caring ethos of Oasis Community Learning</li> <li>• Ability to work in a team</li> <li>• A positive attitude to School Improvement</li> <li>• Hardworking and dedicated</li> <li>• Flexible and willingness to step up to the challenge of creating an Outstanding Academy</li> <li>• Show energy, enthusiasm, and passion for what you do</li> <li>• Show an ability to think creatively and 'outside of the box' in your areas of expertise, continually seeking improvements in what you do to make the organisation better</li> <li>• Ability to self-reflect on yourself, your performance, and to think about how this could be improved further</li> <li>• Have integrity and honesty in all that you do</li> <li>• Be transparent, open, resilient, and trustworthy</li> </ul>	
<b>Safeguarding and Child Protection</b>	<ul style="list-style-type: none"> <li>• Good understanding of child protection procedures and the role of staff in identifying issues</li> </ul>	

	<ul style="list-style-type: none"><li>• Ability to deal appropriately with parents, staff, and students</li><li>• Commitment to safeguarding and promoting the welfare of children and young people</li><li>• Willingness to undergo appropriate checks, including enhanced DBS checks</li><li>• Motivation to work with children and young people</li><li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li><li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li><li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos</li></ul>	
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