



**WELLSPRING**

We Make A Difference

# **Wellspring Academy Trust**

## **Job Description**

**Post Title:** Teacher

**Department:** Phoenix Park Academy and Sevenhills Academy, Grimsby

**Reporting to:** Executive Principal

**Salary within the range:** UQT / MPS / UPS

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### **Purpose of the post**

To meet the Teachers' Standards and deliver high quality teaching and learning so all students make outstanding progress. To contribute to raising standards of achievement (attainment and progress) at the Academy.

### **Responsibilities**

You are required to carry out the duties as set out in the relevant paragraphs of the current School Teachers' Pay and Conditions document. The post will offer opportunities to teach at Key Stage 2 / 3 / 4 depending on experience and preference.

In carrying out these duties you will need to work in compliance with all Academy policies and procedures as set out by the Trust and Governing Body and the reasonable direction from colleagues with the relevant position of responsibility.

- To maintain a thorough and up to date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.
- To plan lessons/activities/tutorials and sequences of lessons to meet students' individual learning needs
- To use a range of appropriate strategies and follow Academy policies for teaching, behaviour management and classroom management
- To do all that you can to ensure that you safeguard and promote the welfare of students in the Academy
- To set well-grounded consistent expectations for students in your teaching groups using information about prior attainment.
- To assess, monitor and record the progress of students in your teaching groups.
- To do all you can to ensure that, as a result of your teaching, your students achieve well relative to their prior attainment.
- To take responsibility for your own professional development and use the outcomes to improve your teaching and your students' learning

## **Other**

- Any other duties commensurate with the grade and falling within the scope of the post as directed by the Executive Principal or Assistant Principals.
- Be familiar and comply with all relevant health and safety, operational, personnel, child protection, data protection and financial regulations, policies and procedures.
- Ensure equality of opportunity is afforded to all persons both internal and external to the Trust, actively seeking to eliminate any direct or indirect discriminatory practices/behaviour.
- A commitment to own continuous professional development.
- Represent the Trust at meetings, professional engagements and networking events.

## **Standard Duties in all Trust Job Description**

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices
- Show a commitment to ensuring that children and young people learn in a safe environment
- Participate in relevant and appropriate training and development as required.

## **Method of Working**

Wellspring Academy Trust expects all staff to work effectively and cooperatively as part of a team, delivering high quality support. This requires dealing with people politely and tactfully, and in accordance with Trust guidelines, policies and procedures. Wellspring team members are expected to respect confidentiality and safeguarding practices at all times.

## **Public Relations**

Considerable importance is attached to the public relations aspect of our work. Members of the team must project a positive image of the Trust at all times and through all activity.

## **DBS Certificate**

Wellspring Academy Trust takes its duty to safeguard the young people with which it works seriously.

All Wellspring team members are required to undertake a Disclosure and Barring Service (DBS) check.

## **Competencies**

Customer focus - Ability to anticipate customers' and stakeholders' needs, i.e., ultimately they are here to provide a service to teaching and learning functions and our pupils.

Planning and organisation - Ability to effectively organise and plan work according to the needs of the Grimsby sites.

Driving for results - Able to challenge and push the sites and self to excel and achieve site improvements.

Quality - Able to consistently promote and maintain high standards of quality at the sites.

Decisive judgement – The ability to make good decisions in a timely and confident manner.

Adapting to change - Able to adapt to changing situations within the Grimsby sites and using new web based technologies.

Innovation Ability - Able to generate creative solutions to problems that will result in better outcomes, i.e., a can do attitude to everything at all levels in all Grimsby sites.

Influencing / persuading - Ability to effectively convince others to adopt a said course of action, critical within the team/s (people skills).

Interpersonal communication – Able to communicate clearly and effectively with people inside and outside of the organisation, full appreciation of teaching and learning functions and needs.

Teamwork and collaboration - Ability to effectively work and collaborate with others.

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### Person Specification

		<b>Essential / Desirable</b>	<b>How Identified</b>
<b>Section</b>	<b>Information</b>		
<b>Education and Training</b>			
	Qualified teacher status/QTLS in the required areas.	Essential	Application Form/ Interview
	A further advanced qualification in the education of pupils with SEND/SEMH support needs.	Desirable	Application Form/ Interview
<b>Experience</b>			
	Experience of developing, implementing, monitoring and reviewing learning and behaviour management programmes of young people with specific support needs.	Essential	Application Form/ Interview
	Experience of working effectively within a multi-disciplinary assessment and/or support context for disaffected young people.	Desirable	Application Form/ Interview
	Experience of teaching vulnerable pupils.	Desirable	Application Form/ Interview
<b>General and Specialist Knowledge</b>			
	An understanding of current approaches to the support of young people at risk of social exclusion.	Essential	Application Form/ Interview
	Knowledge of legislation as it applies to pupils with SEND/SEMH.	Desirable	Application Form/ Interview
	An understanding of inclusion and potential barriers which may face young people with SEND/SEMH and those at risk of offending.	Desirable	Application Form/ Interview
<b>Skills and Abilities</b>			
	Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams.	Essential	Application Form/ Interview
<b>Additional Requirements</b>			
	Good oral and written communication skills.	Essential	Application Form/ Interview
	Ability to work effectively as a team member.	Essential	Application Form/ Interview
	Versatility, Creativity & Resilience.	Essential	Application Form/ Interview



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	Operate with the highest standards of personal/professional conduct and integrity	Essential	Application Form/ Interview
	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.	Essential	Application Form/ Interview
	Willing to undertake training and continuous professional development in connection with the post.	Essential	Application Form/ Interview
	Work in accordance with the Trust's values and behaviours.	Essential	Application Form/ Interview
	Able to undertake any travel in connection with the post.	Essential	Application Form/ Interview
	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude	Essential	Application Form/ Interview
	Satisfactory DBS disclosure to work in an environment dealing with young people	Essential	Application Form/ Interview
	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults	Essential	Application Form/ Interview
	A commitment to safeguarding and promoting welfare for all	Essential	Application Form/ Interview