



## **SERVICE AREA - EDUCATION**

### **PENYGARN COMMUNITY PRIMARY SCHOOL**

**JOB TITLE: PRIMARY SCHOOL TEACHER**  
**SALARY: TEACHER - TMS/UPS**  
**HRS/WEEK: FULL TIME – 32.5 HOURS**  
**CONTRACT: PERMANENT POSTS X 3. TEMPORARY POST X 1**

This is a very exciting opportunity to join a dedicated team of staff at Penygarn Community Primary School. Our vibrant, innovative school is located in Pontypool with 404 pupils on roll which includes a full-time nursery. Inclusion and Wellbeing are at the heart of the school, providing pastoral and learning support across the whole age and ability range.

The Governors of Penygarn Community Primary School are seeking to appoint highly motivated and inspirational teachers who are committed to working in our school. You should be enthusiastic, dedicated, hardworking and have the initiative and drive to work as a part of our forward-thinking school team.

The successful applicants will display effective behaviour management skills, backed by the ability to communicate effectively with members of the Governing Body, staff and parents/carers.

You should be able to work effectively and independently, using your own initiative, as well as be reliable, resilient, flexible and proactive.

We are looking for applicants who have an excellent understanding of the new curriculum and the ability to lead an AOLE.

An additional benefit would be to have applicants who have an interest and experience of working with children with Additional Learning Needs and manage behaviour well. Applications are welcome from experienced teachers as well as NQT's.

The successful applicant will demonstrate:

- Outstanding classroom practice and the ability to motivate and engage young learners; who is inspiring, creative, caring, full of enthusiasm and who will make our children's learning enjoyable and fun;
- Have a good knowledge of systems of pastoral care, including pupil empowerment;
- Be highly motivated and hold equally high expectations of our children's achievements, their behaviour and skill development;
- Be able to effectively work together as members of our strong school team and contribute fully to the life of the school including extra-curricular activities:

- Establish and maintain positive relationships with our parents and carers, members of our Governing Body and our wider community;
- Be able to effectively use ICT to enhance our children's learning and be fully committed to promoting Welsh 2nd Language and the well-being of our pupils;

***Visits to the school are welcome or for an informal discussion regarding this vacancy please contact Mrs L Smith on 01495 742090 or [head.penygarncps@torfaen.gov.uk](mailto:head.penygarncps@torfaen.gov.uk)***

**Welsh Language Skills are desirable for this post but not essential.**

***This post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.***

**This post requires registration with the EWC - Education Workforce Council.**

**You are welcome to submit your application in English or in Welsh. Each application will be treated equally.**

**Closing Date: 12 Noon on Wednesday 22<sup>nd</sup> May 2024**

**Post Ref: REQ004685-2205**

**Shortlisting: 23<sup>rd</sup> May 2024**

**Lesson observations: 4<sup>th</sup> June 2024**

**Interviews: 5<sup>th</sup> and 6<sup>th</sup> June 2024**



# Job Description and Person Specification

## POST IDENTIFICATION

<b>Post Title:</b>	Classroom Teacher
<b>Grade:</b>	MPS/UPS
<b>Directorate:</b>	Education
<b>Division:</b>	Schools
<b>Location:</b>	Penygarn Community Primary School
<b>Responsible to:</b>	Headteacher

## INTRODUCTION

This job description complements the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership 2018. The Teacher will align to, demonstrate and promote the overarching values and dispositions defined within the Professional Standards of:

- 1) Professional entitlement
- 2) Welsh language and culture
- 3) Rights of learners
- 4) Literacy, numeracy and digital competence
- 5) The professional learner
- 6) The system role

The post holder is required to undertake the professional duties and responsibilities of a Teacher as specified in the School Teachers' Pay and Conditions Document.

## JOB PURPOSE

To undertake the duties of a Teacher in accordance with the School Teachers Pay and Conditions Document, the Professional Standards for Teaching and Leadership and other current educational legislation.

## KEY AREAS

### Pedagogy

1. Consistently secure the best outcomes for learners through progressively refining and advancing teaching and influencing learners.
2. Establish and maintain a learning environment that promotes positive learning habits and behaviours that meet the four purposes and enables learners take growing responsibility for their own learning.
3. Utilise a range of assessment techniques to monitor and record pupil progress and to inform planning in order to meet identified needs of learners.
4. Make effective use of differentiation to meet the needs of all learners.

5. Make effective use of data to produce timely and accurate feedback, records and reports to facilitate a deeper understanding of learning and enhance the learning experience.
6. Involve parents, carers, other partners and stakeholders in learner development in terms of the four purposes of the curriculum.
7. Embed, develop and extend the four purposes in planning, preparation and teaching to drive learner experience and achieve positive outcomes for all learners.
8. Utilise relevant pedagogies and disciplines within and across subject content, areas of learning and cross-curricular themes in both planning and delivery.
9. Deploy a wide range of teaching methods and blended learning experiences.
10. Extend learners' cultural, linguistic, religious and socio-economic experience through the use of real-life, authentic contexts for learning.
11. Work with learners to track progress in learning and identify next steps for progress.
12. Develop and use cross-curricular themes relevant to areas of learning to build links and enable effective reflection on learning.
13. Communicate and provide appropriate levels of challenge and expectations for the range of student abilities and characteristics in order to motivate learners to achieve.
14. Seek, listen to and take account of the views of learners in order to engage and encourage them as active participants in their own learning.
15. Encourage learners to reflect upon their own learning and take an active role in managing their own learning agenda.
16. Promote and secure self-motivation and self-direction in learners.
17. Provide time for learners to reflect and evaluate own learning and behaviours.
18. Promote the links between high-quality learning experiences and outcomes and improved learning and well-being.

## Collaboration

19. Work productively with all partners in learning in order to extend professional effectiveness.
20. Proactively seek and engage with advice and support from a range of formal and informal sources and implement this to improve outcomes for learners.
21. Work with in-school colleagues collaboratively and innovatively to enhance learner experience.
22. Support the development of others through contribution to whole school initiatives, involvement in programmes that extend expertise and developing high quality relationships with colleagues in order to have a positive impact upon learner experiences.

## Professional Learning

23. Take responsibility for own professional learning by continuously seeking to extend knowledge, skills and understanding and embracing challenge and support to progressively develop pedagogy.
24. Undertake wider reading to enhance understanding of theories and research relating to assessment, pedagogy, child and adolescent development and learning relevant to planning and day to day practice.
25. Engage with professional networks and communities
26. Use the Professional Learning Passport to record professional learning and reflect on and improve practice.

## Innovation

27. Employ an innovative outlook to developing techniques and approaches to improve pedagogy and outcomes.
28. Support the development of others through modelling teaching techniques and utilising experience to offer advice and expertise.
29. Use professional judgement and critical analysis to develop new techniques and shape practice to take learning forward.
30. Evaluate, analyse and share the impact of changes in practice.

## Leadership

31. Exercise leadership through all aspects of professional practice to support the efforts of others across the school and beyond to fulfil the education ambitions for Wales.
32. Demonstrate a personal and professional commitment to the principles of equity and maximising the potential of all learners.
33. Exercise corporate responsibility through ensuring understanding and compliance with the policies, principles and values of the school, including safeguarding, health and safety and equality.
34. Demonstrate commitment to leading learning through engagement with collaborative experiences in school and other contexts.
35. Support formal leadership roles through seeking an understanding of the role, responsibilities and contribution of others across the school towards the school's ethos and the fulfilment of the school's vision.
36. Responsibilities

Signed: ..... Teacher

Signed: ..... Headteacher

**PERSON SPECIFICATION**

	ESSENTIAL	DESIRABLE
QUALIFICATION	<p>Qualified teacher status</p> <p>Current EWC registration</p>	<p>Further qualifications and/or professional studies relevant to the age-range.</p>
KNOWLEDGE and EXPERIENCE	<p>Evidence of successful relevant teaching experience including teaching practice.</p> <p>Good understanding of effective curriculum planning, assessment and target setting approaches.</p> <p>Knowledge of 'A Curriculum for Wales' and its implications on teaching and learning.</p> <p>Knowledge and experience of using emerging technologies to support teaching and learning.</p> <p>Knowledge and experience of effective behaviour management strategies.</p> <p>Thorough understanding of safeguarding and child protection processes and procedures.</p>	
SKILLS	<p>Excellent written and verbal communication skills.</p> <p>A commitment to incremental development of personal skills and learners skills in the use of the Welsh language.</p> <p>Well organised, flexible and innovative practitioner.</p> <p>Ability to create a challenging and effective learning environment and have effective pupil management skills.</p> <p>Ability to establish good relationships and work in partnership with other staff, governors, parents and other stakeholders</p>	<p>Ability to further enhance the life of the school through extra-curricular activities.</p> <p>Ability to communicate, both verbally and in writing, through the medium of Welsh.</p>

	ESSENTIAL	DESIRABLE
PERSONAL ATTRIBUTES	<p>The ability to be resilient under pressure and remain positive and enthusiastic.</p> <p>A commitment to continuous professional learning</p> <p>A commitment to the promotion of the Welsh language and culture</p> <p>Excellent team member who is self-motivated and committed</p> <p>Commitment to equal opportunities and use of a variety of strategies and practices to promote equality in the classroom</p>	
OTHER REQUIREMENTS	<p>This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service. (DBS)</p> <p>Understand and demonstrate a willingness to promote positively the equal opportunities policy of The Council</p>	