

HIGHLEES PRIMARY SCHOOL

Job Description

POST TITLE: Class Teacher

SALARY GRADE: Pay will be in line with the National Pay Spine for Classroom teachers and will range depending on experience and qualifications

RANGE: Main Pay Scale/Upper Pay Scale

RESPONSIBLE TO: Head of School & Executive Principal

Conditions of Employment

Conditions of employment are contained in the School Teachers Pay and Conditions Document. This document derives its legal authority from Section 2 of the School Teacher Pay and Conditions Act 1991. The post and Job description will be revised annually by the Head of School and may be subject to amendment as the needs of the Academy require, but only after full consultation with all teachers concerned.

As a Main Pay Range teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in Part 6 Contractual Framework for Teachers of the School Teachers Pay and Conditions Document 2013, and as may be amended by subsequent Documents, and to act in accordance with the school's ethos, policies and practices, under the direction of the Head of School.

As an Upper Pay range teacher, the post holder is required to be highly competent in all elements of the Teacher Standards, to ensure that your achievements and contribution to the school are substantial and sustained and to ensure that you discharge the Accountabilities under paragraph 9 and, if you are paid at the maximum of the Upper Pay Range, Accountabilities under paragraph 10.

Main Purpose

The post holder will be required to carry out the professional duties of a teacher as outlined and to cooperate with requests which may be reasonably made from time to time by the Head of School and the Executive Principal. In fulfilment of all responsibilities and duties, a Class Teacher should show a commitment to the aims, policies and ethos of the School and strive to maintain these through personal conduct and effective relationships with colleagues and pupils.

1. Teaching

- Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes;
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Set and mark work to be carried out by the pupil in school and elsewhere; ➤ Participate in arrangements for preparing pupils for external examinations.

2. Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

3. Health, safety and discipline

- Promote the safety and well-being of pupils in accordance with the school's Child Protection and other relevant policies.
- Maintain good order and discipline among pupils in accordance with the school behaviour policy.

4. Management of staff and resources

- Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to you in accordance with school policies.

5. Professional development

- Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

- Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice.

7. Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school, which require the exercise of your professional skills and judgment.

8. Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school;

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Paragraph	Specific Additional Accountabilities

9. Upper Pay Range Accountabilities

Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.

- Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.
- Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas you teach, including those related to public examinations and qualifications.
- Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.
- Have a more developed knowledge and understanding of your subjects/curriculum areas and related pedagogy including how learning progresses within them than a Main Pay Range teacher.
- Have sufficient depth of knowledge and experience to be able to give advice to colleagues on the development and well-being of children and young people.
- Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.
- Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice

10. Additional Accountabilities for the Maximum of the Upper Pay Range

In addition to the requirements of a Main Pay Range teacher and an Upper Pay Range teacher, teachers paid at the maximum of the Upper Pay Range are required to ensure that they:

- Play a critical role in the life of the school.
- Provide a role model for teaching and learning.
- Make a distinctive contribution to the raising of pupil standards.
- Contribute effectively to the work of the wider team.
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

Specific details of the accountabilities (e.g. which workplace policies under paragraph 9.1 above that the post holder will contribute to implementing and promoting) should be recorded below and reviewed annually by the appraiser.

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Paragraph	Specific Additional Accountabilities

This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay and Upper Pay Scale Range Teacher which

will be set under the school's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be Specific, Measurable, Achievable, Realistic and Time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the school's plans for improving the school's educational provision and performance and improving the educational opportunities of pupils at that school.

Date of issue	
Signature of Post holder	
Signature of Head of School	

REQUIREMENT	ESSENTIAL	DESIRABLE	ASSESSED
Qualifications	QTS Status	Evidence of continuing professional development	A/I
Experience	Experience of planning, teaching and evaluating within KS1 or KS2	Experience of teaching across the primary age range.	A/I
	Experience of managing and organising an effective learning environment.		A/I
Knowledge & Understanding	Demonstrate an understanding of the Primary curriculum.	Knowledge of the demands of working with EAL and vulnerable pupils.	A/I
	Effective monitoring, assessment, recording and reporting of children's progress.	Experience of managing behaviour in school.	A/I
	The theory and practice of providing effectively for the individual needs of all children.		A/I
	Use of ICT to enhance learning.		A/I
Skills	Create a happy, challenging and effective learning environment.	Plan, prioritise and evaluate the development of an area of the curriculum as part of the school improvement cycle.	A/I
	Provide quality provision to meet the needs of children at different stages in their development.	Experience leading a curriculum subject	A/I
	Commitment to professional development.	Ability to play a musical instrument	A/I
	A strong team member		A/I
	The ability to develop positive relationships with children, parents, colleagues and other adults.		A/I
	Communicate effectively to a variety of audiences.		I
Personal Characteristics	Enthusiastic and committed.		I
	Approachable and empathetic.		A/I
	Organised and resourceful.		A/I
	Have a positive outlook.		A/I
	A commitment to Inclusion		A/I
	Sense of humour		A/I

The Federation of Highlees and Eyrescroft is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment