

TEACHER: JOB DESCRIPTION

Line of Responsibility: The teacher is directly responsible to Headteacher or other designated member of SLT.

Salary: The postholder will be paid on the appropriate point of the Teacher's Pay Scale.

At the heart of a successful school is the provision of high quality teaching, the effective use of resources, improving standards of achievement for all pupils and the promotion of pupils' personal development, safeguarding and well-being. A teacher plays a key part in this provision by a commitment to the school's ethos, by working effectively in phase and subject teams and by delivering high standards of teaching and learning and personal care.

Job Purpose

To teach pupils across the age and ability range in order to ensure the highest possible standards of achievement, personal development and well-being. The post holder will continue to meet, maintain, and build upon, as appropriate:

- Teacher Standards
- Induction Standards
- Threshold Standards

Teaching and Learning

To secure and sustain effective teaching of the relevant subjects for individuals, groups and classes, and to develop the quality of teaching, assess the standards of pupil's achievements and set targets for improvement.

- To use school policy and National Curriculum requirements to set clear targets for improvement of pupils' achievement and monitor pupil's progress towards those targets.
- To use appropriate teaching and learning strategies to communicate clear learning objectives and expectations including, where appropriate in relation to: literacy, numeracy and other school targets.
- To recognise the level that a pupil is achieving and make accurate assessments, independently, against attainment targets, where applicable, and performance levels associated with other tests or qualifications relevant to the subject(s) or phase(s) taught.
- To plan effectively to ensure that pupils have the opportunity to meet their potential, notwithstanding differences of race and gender, and taking account of the needs of pupils who are: underachieving, very able, not yet fluent in English; making use of relevant information and specialist help where available.
- To plan effectively, where applicable, to meet the needs of pupils with Special Educational Needs and, in collaboration with the SENDCo, make an appropriate contribution to the preparation, implementation, monitoring and review of Individual Education Plans.

Managing and Working with People

To lead, manage and work collaboratively with pupils and, as appropriate, with other adults and colleagues.

- To secure a good standard of pupil behaviour in the classroom through establishing appropriate rules and high expectations of discipline which pupils respect, acting to pre-empt and deal with inappropriate behaviour in the context of the behaviour policy of the school.

- Where applicable, to deploy other adults effectively in the classroom, involving them, where appropriate, in the planning and management of pupils' learning.
- To work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
- To liaise effectively with pupils' parents/carers through informative oral and written reports on pupils' progress and achievements, discussing appropriate targets and encouraging them to support their children's learning, behaviour and progress.
- To take responsibility for own professional development, setting objectives for improvements, and take action to keep up-to-date with research and developments in pedagogy and in the subject(s) taught.

Deployment of staff and resources

To develop, monitor and control resources within the teaching area.

- To organise and maintain a stimulating working environment appropriate for a range of activities.
- To teach pupils to take responsibility for resources and the environment.
- To ensure that resources are organised and readily available to promote a purposeful environment for teaching and learning to take place.

General

- The post holder is required to support and encourage the school's ethos and its objectives, policies and procedures as agreed by the governing body.
- To uphold the Trust's policy in respect of safeguarding and child protection matters.
- The postholder may be required to perform any other reasonable tasks after consultation.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed once a year and it may be subject to modification at any time after consultation with the postholder to meet changing regulations or circumstances.
- All staff members participate in the school's performance management scheme.

Signed: _____ postholder Date: _____

PERSON SPECIFICATION - TEACHER

Qualifications

Essential	Desirable
<ul style="list-style-type: none">• Qualified teacher status	<ul style="list-style-type: none">• Commitment to continuing professional development

Experience

Essential	Desirable
<ul style="list-style-type: none">• Have met the Teacher Standards and continue to meet them.• Have a secure knowledge and understanding of own subject/curriculum area.• Evidence of taking responsibility for own professional development.• Evidence of good teaching skills, leading to consistently high standards of achievement.• Knowledge of current developments in teaching and learning.	<ul style="list-style-type: none">• Experience of teaching a second subject.• Experience of using ICT for subject development.• Understanding Experience of personal involvement in the wider curriculum.• Evidence of leading high quality extra-curricular activities.• Evidence of working with other professionals as part of a team. Experience of teaching across all Key Stages.

Knowledge/Skills (Ability to)

Essential	Desirable
<ul style="list-style-type: none">• Develop a broad and imaginative range of teaching skills.• High-level communication and presentation skills applicable to a range of audiences.• Think creatively and imaginatively to solve challenges.• Make effective use of assessment for learning in the classroom.	<ul style="list-style-type: none">• Knowledge 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.

Personal Attributes

Essential	Desirable
<ul style="list-style-type: none">• Enthusiasm for the subject and a desire to communicate that to others.• Commitment to running and leading extra curricular activities, where appropriate.• Commitment to the highest standards of child protection.• Enjoy working with young people.• Demonstrate energy, vigour and perseverance and promote an 'I can' philosophy.• Ability to prioritise, plan and organise own work and that of students.• Effective interpersonal skills.• Self-motivated and a desire to achieve the highest possible standards.	<ul style="list-style-type: none">• Involvement in creative and innovative teaching developments.• Willingness to take on delegated responsibility.• Ability to build on the experience, advice and contribution of others.