

## Warter C.E. Primary School



### Our Vision Statement:

"He set my feet on a rock and gave me a firm place to stand." Psalm 40:2  
At Warter C.E. Primary School we are working together to provide a solid foundation to learn, grow and achieve through our Christian values of hope, perseverance, friendship and respect.

### Job details

**Job title:** Primary School Class teacher

**Salary:** M3 to M6

**Contract type:** full-time permanent

**Reporting to:** Key Stage Manager, the Head Teacher

### Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- To maintain consistently high standards in relation to all aspects of the Teachers' Standards
- Coaching and mentoring other members of staff
- Demonstrate effective practice and helping others to evaluate the impact of their teaching on learners' achievement
- Contributing to implementing workplace policies
- Being a role model for learners and other staff
- Making a contribution to school development
- Making a contribution to the wider aspects of school life

## **Main Responsibilities:**

### **1. Set high expectations which inspire, motivate and challenge pupils**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and support other colleagues in maintaining the standards
- In setting targets, take into account class targets and how these will be met
- In setting targets, take account of the level of challenge for pupils across the class of all backgrounds, abilities and dispositions
- Actively support the Christian ethos of the school in relationships with children, colleagues and parents, both in class and around the school

### **2. Promote good progress and outcomes by pupils**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and support other colleagues in maintaining the standards
- Demonstrate clear understanding of the needs of children of all backgrounds, abilities and dispositions so that the majority of pupils make good progress or better.
- Use data effectively, demonstrating analytical thinking in reviewing and evaluating progress and attainment and in meeting appropriate, challenging targets for all pupils within the class.
- Demonstrate through self-review, an effective evaluation of the impact of teaching
- Demonstrate in depth knowledge of how children learn and adapt teaching accordingly
- Establish a culture that ensures that pupils have a responsible and conscientious attitude to their work
- Engage with colleagues in review and evaluation of class progress and attainment
- Actively promote parental involvement and initiate opportunities to involve them
- Lead on at least one curriculum area within a curriculum team. (M2 - M6)
- Provide quality, accurate, professional reports for parents

### **3. Demonstrate good subject and curriculum knowledge**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and maintain the high standards within school.
- Demonstrate knowledge and expertise across the range of subjects through coherent planning and lively, inspirational teaching
- Demonstrate expert knowledge through subject leadership, inspiring colleagues and establishing a curriculum that ensures consistency across year groups and progression across the school
- Effectively carry out at least one subject leader role within a Curriculum Team.
- Know the strengths and areas for development in leading your subject(s) and bring about improvement through action planning

- Evaluate own subject leader performance in terms of impact on teaching and learning
- Take responsibility for own CPD, keeping abreast of changes/developments across a range of subjects and leading improvement within area of responsibility
- Provide professional reports (verbal or written) to parents, indicating progress, attainment and targets for improvement

#### **4. Plan and teach well-structured lessons**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and maintaining the high standards within school.
- Consistently teach lessons that are good or outstanding and which include agreed 'non-negotiable' aspects
- Through effective planning and provision, demonstrate understanding of different styles of learning and how these are accommodated
- Demonstrate ability to reflect and evaluate teaching and the impact on learning, children's attitudes and behaviour
- Be systematic in evaluating learning within and across a sequence of lessons
- Actively engage parents in their children's learning
- Facilitate children's and parents' views on learning
- Work effectively as part of a key stage team
- Take a significant role in collaborative planning if appropriate in your key stage.
- Recognise own accountability for curriculum provision within the class and the quality of learning

#### **5. Adapt teaching to respond to the strengths and needs of all pupils**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and maintain the high standards within school.
- Ensure that teaching is consistently good and outstanding
- Demonstrate how teaching has been adapted to accommodate the needs of groups and individuals
- Initiate strategies to engage parents in their children's learning, especially hard to reach parents or those whose first language is not English

#### **6. Make accurate and productive use of assessment**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and maintain the high standards within school.
- Be highly competent in assessment across the curriculum, both formative and summative and in using outcomes to support accurate, challenging target setting and continuous progress and high attainment
- Be aware of local and national data when evaluating expectations and performance
- Use school data effectively to track progress and set challenging targets
- Be highly competent in marking and providing feedback to pupils
- Establish strategies to encourage children to respond to feedback

- Engage fully in moderation activities as required and initiate moderation activities with key stage colleagues.

## **7. Manage behaviour effectively to ensure a good and safe learning environment**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and maintain the high standards within school
- Be highly competent in managing an effective learning environment so that all children are actively engaged in learning and poor behaviour never disrupts learning
- Recognise responsibility and accountability for maintaining high standards of behaviour beyond the classroom
- Keep parents well informed and work effectively with them to bring about improvement where necessary
- Inspire children's respect and form positive relationships

## **8. Fulfil wider professional responsibilities**

Teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

- Set an example in all aspects, share good practice and maintain the high standards within school.
- Be proactive in supporting the Christian ethos of the school
- Show full cooperation and support for colleagues managing development or change
- Generate respect from colleagues through highly effective professional, working and supportive relationships
- Form highly effective relationships with children that generate respect, confidence and high self-esteem
- Form highly effective relationships with parents e.g. through good communication, listening to and acting upon concerns, providing professional support and guidance in respect to all aspects of school life
- Write accurate, professional end of year reports
- Liaise with the leadership team to ensure that support staff have the skills they need to work effectively
- Fully engage in reflection, self-evaluation and appraisal, recognising the need to base conclusions on robust evidence
- Take responsibility for own CPD through research and independent learning and actively participate in school based CPD to support school and personal professional improvement
- Be willing to run an after school club or activity

**Other areas of responsibility**

- *To work as a member of a curriculum team and lead at least one curriculum area within your team.*
- *To work as a member of a key stage team and contribute to the development of your key stage.*
- *To regularly lead Worship in school.*
- *To lead/be in a House team in school and organise activities within your House as required.*

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.