

The St. Bart's Academy Trust

Job Description



Post Title:	Class Teacher
Academy:	
Pay Range:	Main pay scale range 1-6 in line with the current <i>School Teachers' Pay and Conditions Document</i>
Line Manager:	The Principal, members of the Senior Leadership Team (SLT)
Supervisory Responsibilities:	The post holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

Main purpose of the job

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards (2012)*
- Take responsibility for promoting and safeguarding the welfare of children and young people within the Academy

Duties and responsibilities

All teachers are required to carry out the duties of a teacher as set out in the current [School Teachers Pay And Conditions Document](#). Teachers should also have due regard to the teacher standards (2012). Teachers' performance will be assessed against the teacher [standards](#) as part of the appraisal process as relevant to their role in the Academy.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics

- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *Academy Teachers' Pay And Conditions Document*

Behaviour and safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current *School Teachers' Pay And Conditions Document*
- Be responsible for promoting and safeguarding the welfare of children and young people within the Academy, raising any concerns following Academy protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the Academy, which relate to the learners, curriculum or organisation of the Academy including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the Academy
- Cover for absent colleagues within the remit of the current *School Teachers' Pay And Conditions Document*

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using Academy systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the Academy

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay And Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the Academy or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the appraisal regulations 2012

Other

- To have professional regard for the ethos, policies and practices of the Academy in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Principal

Subject coordinator

The following responsibilities apply to subject co-ordinators.

Personal

- Have a thorough knowledge of their subject, which is kept up to date
- Make and maintain links with other foundation subject leaders from other schools and local authority consultants, so as to enable the school to have up to date information on latest developments and good practice.
- Undertake further training as necessary to promote knowledge and skills in providing leadership in the subject across the school
- Maintain an action plan for the development of their subject area, which is reviewed on an annual basis
- Be able to report on progress in their area of responsibility

Curriculum

- Support and promote the subject aims, reviewing and revising the policy when appropriate, in consultation with other staff
- Ensure that the National Strategies for the subject are being effectively covered, through work scrutiny sampling and scrutiny of medium term planning

Teaching

- Provide an exemplary teaching model in the subject
- Support the delivery of the subject across the school, offering advice and feedback to colleagues when appropriate, while ensuring that effective learning for all pupils is taking place
- Provide INSET training and briefings as part of the overall package of staff development

Resources

- Maintain an inventory of subject based equipment
- Identify and prioritise the purchase of new subject based equipment
- Provide and maintain an effective system for the storage and display of subject based resources
- Ensure that all topics within their subject are properly resourced
- Ensure the proper and safe use of resources

Note

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of Academy organisation and may change either as your contract changes or as the organisation of the Academy is changed. Nothing will be changed without consultation.

Signature of Post Holder:		Date: / /
Signature of Principal:		Date: / /