Kirkham and Wesham Primary School

You are required to carry out the responsibilities of a school teacher as set out in **'The School Teachers Pay & Conditions'** Document and **'Teacher Standards of 2012'**.

Job description for the post of: Class teacher

Teachers' Standards

Teachers at KWPS make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Teaching

A teacher must:

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

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2. Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging
- needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

3. Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas,
- foster and maintain pupils' interest in the subject, and address misunderstandings

- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4. Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and
- extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to
- teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

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

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with
- special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning Environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, 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 involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8. Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.
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Personal and professional conduct

A teacher at KWPS is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect,and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordancewith statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the ruleof law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploitpupils' vulnerability or might lead them to break the law.

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Additional Duties as Subject Leader at KWPS

To take responsibility for your subject(s) in the school and ensure that the work is in harmony with the overall aims of the school and with other subject areas.

To monitor and evaluate the curriculum, teaching and standards

- Ensuring that the school follows statutory requirements in the subject area.
- Ensuring that there is progression and continuity within the subject across the school
- Ensuring that the pupils' learning is recorded appropriately.
- Liaising with nursery and secondary schools as appropriate re: subject continuity
- Ensuring that purchases are effectively used to improve teaching and learning
- Leading the staff in developing high standards within the subject area

To support staff

- Ensuring that the school follows appropriate external advice, guidance and consultancy
- Ensure staff are happy with medium term planning arrangements
- Supporting staff in their teaching of the subject to pupils of all abilities and offering coaching whenappropriate.

To develop your subject

- Leading the development of a subject scheme of work suitable for pupils of all abilities
- Advising and liaising to support the subject
- Ensuring that cross-curricular themes are included in the curriculum planning
- Representing policies and reviews to interested parties such as the Headteacher, senior management team, the governing body, parents etc

To organise professional development for their subject

To contribute to the School Evaluation and Development Plan

- Keeping up-to-date with developments in the subject at local and national level
- Ensuring that actions described in the School Improvement Plan and/or Action Plans areimplemented

Resources:

- Ensuring that existing resources across the school are listed, made known to staff and are updated/reviewed annually

Professional Development:

- Keeping up to date with development in the subject at local and national level
- Arranging and organising school-based in-service activities in line with subject area
- Identifying opportunities for training for colleagues
- Offering in-class support and coaching to colleagues

Equal opportunities
We are committed to achieving equal opportunities in the way we deliver services to the community and in ouremployment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety
All employees have a responsibility for their own health and safety and that of others when carrying out theirduties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment
This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment