



Teacher Job Description

(pay scale)

All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the Teacher Standards. Teachers' performance will be assessed against the teacher standards as part of the performance management process as relevant to their role in the school.

Purpose:

- 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 and their prior knowledge - plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn;
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject);
- 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;
- 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;
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate;

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, following the school behaviour policy;
- Be a positive role model and demonstrate consistently the positive attitudes, values and ethos of the school;
- 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 school, raising any concerns following school protocol/procedures.

Team Working and Collaboration

- Participate in any relevant meetings/professional development opportunities;
- Work as a team member, sharing and developing effective practice;
- 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 work of the school;
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document.

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, and responding to advice and feedback from colleagues;
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your performance management review.

General/Other:

- To recognise how this role impacts on Crofty Multi Academy Trust and the Trust's pupils at all times
- To provide support and cover for other staff where needs arise inclusive of occasional To be aware of and adhere to all Trust policies and procedures
- To undertake other duties appropriate to the post as required
- work at other sites within a reasonable travel distance

Curriculum Leader (to take effect after successful completion of ECT years)

- Have a secure subject knowledge and a model of consistently good practice.
- Develop an annual plan for the improvement of the area of responsibility (linked to the Whole School Development Plan) with measurable success criteria and time line.
- Ensure policies relevant to your subject are up to date.
- Maintain a whole school awareness of standards across the school, taking responsibility for continuous improvement.
- Develop and review a high quality curriculum for your subject area which meets all National Curriculum requirements
- Review, monitor and evaluate current practice and provide feedback to staff and incorporate findings into subject action plan eg through work scrutiny, data analysis, learning walks and pupil conferencing.
- Hold staff to account for implementation of agreed policies and practice.
- Support, motivate and advise staff and work with them to develop their classroom practice.



- Disseminate information to the staff and lead staff development (within area of responsibility)
- Maintain an up-to-date knowledge of local and national initiatives
- Be responsible for the budget allocated to the subject area
- Work with members of the Crofty Learning Trust to develop good practice.

Person Specification – Teacher

Person Specification:	Essential	Desirable	Recruiting method
Education and Training	<ul style="list-style-type: none"> • Qualified Teacher Status 		Application
Skills and Experience	<ul style="list-style-type: none"> • Ability to create a stimulating and safe learning environment • Ability to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach • Ability to assess and record the progress of pupils' learning to inform next steps and monitor progress • To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers • Ability to successfully deploy a wide range of effective behaviour management strategies • High level of oral and written communication skills and an ability to work in partnership with other staff 	<ul style="list-style-type: none"> • Knowledge of current education and professional developments and an understanding of their application in a whole school context 	Application/ Interview/ Assessment
Knowledge and understanding	<ul style="list-style-type: none"> • 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 • Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught 		Application/ Interview/ Assessment



	<ul style="list-style-type: none">• Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people• Demonstrates an awareness, understanding and commitment to equal opportunities		
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