

## **JOB PROFILE**

**POST TITLE:** Mainscale Teacher – Senior School

**RESPONSIBLE TO:** Head of Faculty

**PURPOSE:** To implement and deliver a balanced, relevant and differentiated curriculum for pupils and ensure delivery of high quality teaching and learning for which the teacher is accountable.

To meet the core standards for teachers as outlined in the School Teachers' Pay and Conditions Document (STPCD).

**GRADE:** Main Payscale / Upper Pay Range

### **Main Responsibilities and Accountabilities**

- Plan and teach well-structured lessons to assigned classes, following the school's development plan, curriculum and Schemes of Work.
- Adapt teaching to respond to the strengths and needs of pupils, promoting enjoyment and achievement, including appropriate material for the gifted and talented and those with special educational needs.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge. Including reviewing and developing curriculum plans to ensure they are correctly sequenced, to allow progression and build on prior knowledge.
- Ensure the effective/efficient deployment of classroom support.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils making accurate and productive use of assessment.
- Implement the school assessment and feedback policy meeting all deadlines.
- Communicate effectively and regularly with parents.
- Take part in activities such as Open Evening, Parents Evenings etc.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the pupils.
- Be a Form Tutor to an assigned group.
- To take part in the pastoral care and social development of pupils.
- Follow agreed procedures in relation to the use of ICT.
- To ensure ICT, Literacy and SMSC are reflected in the teaching/learning experience of pupils.
- Apply the Behaviour Management policy consistently.
- Contribute to the school/department's development plan and its implementation.
- Attend CPD training sessions as agreed with your line manager and in line with school policy.
- Engage actively in the Performance Management review process.

### **Communication:**

To foster clear communications with those involved in the academic development and well-being of all pupils (including governors, head teacher, Senior Leadership Team, staff, form tutors, parents and outside agencies as appropriate). This will be achieved through:

- Liaising with and attending relevant meetings with staff members to support high quality teaching and learning and pastoral care.
- Ensuring policy and procedures are adhered to, promoting efficiency and equality for all staff, pupils and parents.
- Representing the department to parents as appropriate and liaising where pertinent.

### **General Responsibilities**

- To contribute to and uphold the overall vision and ethos of South Cumbria Multi Academy Trust.
- Attending meetings within the School/Trust and external events as required where calendared.
- To recognise own strengths and areas of expertise and use these to inspire, advise and support others.
- To promote team work, working in partnership to ensure effective working relations.
- To be aware and comply with equal opportunities and all Trust/School policies at all times.
- To assist with the development of policies and procedures as may be required outside own remit of role.
- To participate in training and other learning activities and performance development as required.
- To maintain confidentiality at all times in respect of Trust/School-related matters and to prevent disclosure of confidential and sensitive information.
- To comply with all of the Trust's/School's safeguarding requirements

This list is not exhaustive and may be amended. The role may include other reasonable tasks or responsibilities as directed by the Head Teacher.

**PERSON SPECIFICATION**



**POST: Main Scale Teacher : Senior School  
CHETWYNDE SCHOOL**

<b>QUALIFICATIONS AND TRAINING</b>	<b>ESSENTIAL (E) DESIRABLE (D)</b>	<b>HOW IDENTIFIED</b>
Holds Qualified Teacher Status (QTS) or can demonstrate expertise which would be required to attain QTS.	E	A
Educated to degree level or equivalent	E	A
Other professional qualifications	D	A
Evidence of continuing professional development	E	A
<b>KNOWLEDGE AND EXPERIENCE</b>	<b>ESSENTIAL (E) DESIRABLE (D)</b>	<b>HOW IDENTIFIED</b>
Experienced class teacher	E	A/R/S
An understanding of the different ways in which pupils learn.	E	A/R/S
An understanding of a variety of teaching styles.	E	A/R/S
Knowledge of effective teaching and learning strategies.	D	A/R/S
An understanding of a variety of ways in which pupils might be considered to have special educational needs.	E	A/R/S
Knowledge of recent developments in educational strategies, themes and practice.	E	A/R/S
Knowledge of effective behaviour management strategies	E	A/R/S
An understanding of the responsibility of the class teacher with regard to health and safety of pupils in their care.	E	A/S
Knowledge of guidance and requirements around safeguarding children	E	A/R/S
Ability to build effective working relationships with staff and other stakeholders.	E	A/R/S
<b>SKILLS AND ABILITIES</b>	<b>ESSENTIAL (E) DESIRABLE (D)</b>	<b>HOW IDENTIFIED</b>
Possesses excellent communication, organisational and interpersonal skills	E	A/R/S
Able to establish and maintain positive relationships (staff, agencies, external/internal etc.)	E	A/R/S

Excellent written and proof-reading skills	E	A/S
Decisive	E	S
Proven ability to work in a fast-paced environment	E	A/R/S
Ability to think strategically and deliver operationally	E	A/R/S
<b>CHARACTERISTICS</b>	<b>ESSENTIAL (E) DESIRABLE (D)</b>	<b>HOW IDENTIFIED</b>
Self-motivated and hard working	E	S
Sense of humour and optimism	E	S
Willingness to be flexible and work to meet the best interest of the Trust	E	R/S
Open, honest and approachable	E	R/S
Innovative and creative	E	S
Able to support, guide, challenge and influence their key peer group	E	S

A: Application

R: Reference

S: Selection Process