POST TITLE: Teacher	**GRADE: MP1 to UPS**
RESPONSIBLE TO: Headteacher	

Responsible for: No direct reports

Purpose of role:

To fulfil the professional responsibilities of a teacher, as set out in the School Teacher's Pay and Conditions document.

To meet the expectations set out in the Teacher's Standards.

As an Upper Pay Scale, to be highly competent in all elements of the Teacher's Standards, to ensure the achievements and contribution to the wider life of the School are substantial and sustained through mentoring, curriculum leadership and supporting the professional growth of colleagues.

Principle Accountabilities:

Teaching:

- To plan teaching to achieve progression in pupil's learning through:
    - Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
    - Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
    - Adapt teaching to respond to the strengths and needs of pupils
    - Set high expectations which inspire, motivate and challenge pupils
    - Promote good progress and outcomes by pupils
    - Demonstrate good subject and curriculum knowledge
    - Participate in arrangements for preparing pupils for external tests

Whole School Organisation, Strategy and Development

- To contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's and trust's values and vision.
- To make a positive contribution to the wider life and ethos of the school and Trust
- Provide cover, in unforeseen circumstances when another teacher is unable to teach.

Health and Safety and Discipline

- In line with school policies, promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils. Managing behaviour effectively to ensure a good and safe learning environment, in line with the school's behaviour policy.

Management of Staff and Resources

- Direct and supervise support colleagues assigned to you and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support colleagues.
- Deploy resources delegated to you in accordance with School policies.

Professional Development

- Participate in the arrangements for the Personal Development Cycle and review of your own performance and, where appropriate, that of other teachers and support colleagues.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support colleagues including induction.
- Complete all mandatory training as required by the school or the Trust.

Communication

- Communicate effectively with pupils, parents and carers, and colleagues, in accordance with the code of conduct, school ethos, policies and practices.

Working with Colleagues and other Relevant Professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school and trust.
- Develop effective professional relationships with colleagues

Upper Pay Range Accountabilities:

- To be a role model for teaching and learning and take a lead on professional development activities.
- To participate in organisational tasks, including the direction or supervision of persons, providing support for the teachers in the school, which require the exercise of your professional skills and judgement.
- To contribute significantly, where appropriate, to implementing workplace policies and practices and to promoting collective responsibilities for their implementation.
- To make a distinctive contribution to the raising of pupil standards.
- To have an 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 to achieve their potential.
- To have extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects / curriculum areas, including those related to public examinations and qualifications.
- To have up-to date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.
- To have a more developed knowledge and understanding of your subjects/ curriculum areas and related pedagogy including how learning progresses with them than a main pay range teacher.

- To have a sufficient depth of knowledge and experience to be able to give advice to colleagues on the development and well-being of children and young people.
- To be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to the subject / curriculum knowledge.
- To provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice In order to help them meet the relevant standards and develop their teaching practice.
- To deliver high quality CPD sessions / training.
- To undertake lesson drop ins/coaching providing feedback and appropriate follow up support.
- To participate in regular and frequent cross-curricular or extra-curricular activities.
- To take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

Data Protection and Safeguarding:

- Work within the requirements of Data Protection at all times.
- Understand your responsibilities in relation to Safeguarding and child protection and how to highlight an issue / concerns.
- Remain vigilant to ensure all students are protected from potential harm.

General:

- The post-holder will be expected to exemplify the trust values of Respect, Opportunity, Collaboration and Aspiration and demonstrate trust behaviours as outlined in "The Futura Way".
- The post-holder will be expected to undertake any appropriate training provided by the Trust to assist them in carrying out any of the above duties.
- The post-holder will be expected to contribute to the protection and welfare of children and young people, as appropriate, in accordance with any agreed policies and/or guidelines, reporting any issues or concerns to their immediate line manager.
- The post-holder will be required to promote, monitor and maintain health, safety and security in the workplace. To include ensuring that the requirements of the Health & Safety at Work Act, COSHH, and all other mandatory regulations are adhered to.
- An Enhanced Disclosure with the Disclosure and Barring Service (DBS) will be undertaken before an appointment can be confirmed. The successful candidate will be required to disclose all convictions and cautions, including those that are spent; the exception being certain, minor cautions and convictions which are 'protected' for the purposes of the 'Exceptions' order. https://www.gov.uk/government/collections/dbs-filtering-guidance '

This job description only contains the main accountabilities relating to the posts and does not describe in detail all of the duties required to carry them out. The post holder may be required to undertake other duties and responsibilities that are commensurate with the nature and level of the post.

Futura Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Your suitability to work with children and young people will form part of the selection process. For this post prior to appointment, Futura Learning Partnership will apply for an enhanced disclosure certificate from the Disclosure and Barring Service.

Person Specification: Teacher	Essential (E) or Desirable (D)
Education/Qualifications	
Qualified to degree level or equivalent	**E**
Qualified teacher status (QTS)	**E**
Experience	
Demonstrable evidence of exemplary of classroom practice	**E**
Strong knowledge of the national curriculum and assessment frameworks	**E**
Knowledge and experience of using a range of strategies to deal with pupil behaviour	**E**
Knowledge of recent developments in learning and teaching	**E**
Demonstrable experience of making a positive impact on supporting pupil progress	**E**
An understanding of the diverse learning and social needs of children	**E**
Good understanding of safeguarding issues related to working with children	**E**
Behaviours	
Able to demonstrate Futura values and how to live them in the workplace: • Behave with integrity and be worthy of trust; respecting self, others and the environment. • Work together towards shared goals and shared success • Provide experiences for growth and development • Encourage ambition, provide inspiration, challenge and support to achieve success	**E**
Skills	
Excellent communication skills and interpersonal skills	**E**
Strong organisational and time- management abilities	**E**
Demonstrable ability to effectively implement adapt teaching methods	**E**
Ability to uphold and contribute to a positive ethos	**E**
Experience of working with ICT systems e.g Bromcom, Microsoft office package	**D**
Demonstrable experience of effectively using ICT as a teaching tool	**E**
Ability to inspire and motivate	**E**
Ability to take the initiative, be flexible and respond to change	**E**
Attributes	
Passion for teaching and commitment to student success	**E**
Commitment to continuous professional development	**E**
Excellent at working as part of a team	**E**
Resilient, determined and reliable	**E**
Patience and empathy for children, colleagues and others	**E**