



Job Profile

Post Title	Grade	Date
Teacher	MPS/UPS in accordance with the School Teachers' Pay and Conditions Document	January 2024

Catholic Ethos and Values

To actively promote, and act as a role model of, the Catholic ethos of the school, in accordance with the College mission statement.

Statement of Purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Teaching

- 1. To set high expectations which inspire, motivate and challenge students.**
 - a) Establish a safe and stimulating environment for pupils, rooted in mutual respect
 - b) Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
 - c) Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils
- 2. To promote good progress and outcomes for students in line with College targets , by making full use of data and setting appropriate targets and monitoring progress through effective record keeping.**
 - a) Be accountable for pupils' attainment, progress and outcomes
 - b) Plan teaching to build on pupils' capabilities and prior knowledge
 - c) Guide pupils to reflect on the progress they have made and their emerging needs
 - d) Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
 - e) Encourage pupils to take responsibility and conscientious attitude to their own work and study
- 3. To demonstrate good subject and curriculum knowledge.**
 - a) Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupil's interest in the subject, and address misunderstandings
 - b) Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
 - c) 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
- 4. Plan and teach well structured lessons in accordance with the college teaching and learning policy.**
 - a) Impart knowledge and develop understanding through effective use of lesson time
 - b) Promote a love of learning and children's intellectual curiosity
 - c) Set homework and plan other out-of-class activities to consolidate and extend the knowledge

and understanding pupils have acquired

- d) Reflect systematically on the effectiveness of lessons and approaches to teaching
- e) 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 students. To ensure the effective and efficient deployment of class room support where appropriate.

- a) Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- b) Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- c) Demonstrate an awareness of the physical, social and intellectual development of children, know how to adapt teaching to support pupils' education at different stages of development
- d) 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, in line with the college and department assessment policy.

- a) Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- b) Make use of formative and summative assessment to secure pupils' progress
- c) Use relevant data to monitor progress, set targets, and plan subsequent lessons
- d) 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 in line with the college behaviour policy.

- a) 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
- b) Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- c) Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- d) Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

8. Fulfil wider professional responsibilities including active and effective performance management. To engage in self- evaluation strategies to support a continuous strive for improvement, including coaching, work scrutiny and observation etc.

- a) Make a positive contribution to the wider life and ethos of the school
- b) Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- c) Deploy support staff effectively
- d) Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- e) Communicate effectively with parents with regard to pupils' achievement and well-being

Tutor (If applicable)

To support the general achievement and well being of students within curriculum areas and as a tutor to an assigned form and to carry out related duties in accordance with the general job description of form tutors.

College Structure

To work as a member of a designated team and to contribute positively to effective working relations within the college. To participate in appropriate meetings with colleagues and parents related to the responsibilities of a teacher. To represent the department on a working party and attend the appropriate meetings.

Communication

To liaise with parents as appropriate.

Duties

To carry out a share of supervisory duties in accordance with published schedules.

Health and Safety

To be familiar with any health and safety regulations so as to ensure a safe environment is provided.

Personal and Professional conduct

To uphold high standards of ethics and behaviour within and outside college. To maintain high standards in punctuality and attendance. To work within statutory frameworks and in line with college policy and practice.

- a) Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- b) Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- c) Showing tolerance of and respect for the rights of others
- d) Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- e) Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law

Other Specific Duties:

Any tasks agreed under performance management arrangements which will lead to professional development opportunities.

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person Specification

Teacher

Cardinal Griffin Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential Criteria	Desirable	Measured By
Qualifications/ status	<ul style="list-style-type: none"> ▪ UK Qualified Teacher status (QTS) ▪ A degree or equivalent in a related subject that meets core professional standards and if appropriate post threshold standards 	<ul style="list-style-type: none"> ▪ The Catholic Education Certificate or equivalent ▪ Good honours degree ▪ Masters degree in a related subject or Education 	A/I/R
Experience	<ul style="list-style-type: none"> ▪ A keen interest in developing Teaching and subject area. ▪ Evidence of high achievement in teaching across the key stages ▪ The development of schemes of work across the key stages ▪ Working effectively as a form tutor ▪ Effective use of assessment for learning to engage pupils as partners in their learning ▪ Experience of using a range of information and evidence to raise pupil attainment and progress 	<ul style="list-style-type: none"> ▪ Experience of delivering subject to young people ▪ An understanding of emotional literacy developments to support teaching and learning ▪ Implementation of whole school policies within subject area ▪ Teaching of A-Level subject specifications. ▪ A strong track record of delivering subject lessons across multiple key stages. ▪ Experience of Curriculum planning. 	A/I/R
Knowledge and understanding	<ul style="list-style-type: none"> ▪ Up to date knowledge of relevant Key Stages and National Curriculum requirements ▪ Knowledge and understanding of a range of teaching and learning styles 		A/I/R
Skills	<ul style="list-style-type: none"> ▪ Exemplary classroom practitioner ▪ Ability to set targets in the subject area using school provided data ▪ Good behaviour management skills and commitment to challenging poor behaviour ▪ Excellent communication and presentation skills ▪ Competent user of ICT ▪ Ability to plan and resource effective interventions to meet curricular objectives 	<ul style="list-style-type: none"> ▪ Ability to use and promote a wide range of teaching methodologies ▪ Ability to teach in other areas of the curriculum 	A/I/R

Personal Qualities	<ul style="list-style-type: none"> ▪ Passion for Teaching ▪ Is resilient and demonstrates ability to work in a variety of settings ▪ Is resilient and demonstrates ability to work in a variety of settings ▪ Willingness to work in schools using a variety of procedures and processes appropriate to the setting ▪ Commitment to good teaching practice and quality supply teaching ▪ Commitment to the protection and safeguarding and wellbeing of children and young people ▪ Ability to establish productive partnerships with pupils, parents, carers and the wider community of the school Ability to demonstrate honesty and integrity and uphold public trust and confidence in the teaching profession ▪ An appreciation of Catholic ideals 	<ul style="list-style-type: none"> ▪ A desire to progress beyond classroom teaching into a leadership or management role over a period of time 	A/I/R
Commitments	<ul style="list-style-type: none"> ▪ Actively support the college's commitment to Catholic Education ▪ Willingness to contribute to the Catholic life on the College ▪ Active participation in school development ▪ Active commitment to delivering and assisting with planning an innovate curriculum and partnership with other schools, the wider community and business and industry links ▪ To provide inclusive teaching and to equal opportunities 		

AF = Assessed at Application Form

I = Assessed at Interview

T = Assessed through Test

Note 1:

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- ***Motivation to work with children and young people.***
- ***Ability to form and maintain appropriate relationships and personal boundaries with children and young people.***
- ***Emotional resilience in working with challenging behaviours and***
- ***Attitudes to use of authority and maintaining discipline.***