



Teacher Job Description and Person Specification

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| Title of Post | Teacher (MPS / UPS) |
| Reporting to | Head of Faculty |

The duties outlined in this job description reflect and develop those covered by the latest School Teachers' Pay and Conditions document

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment:

- To support the school's aims, ethos and values
- To set a good example in terms of professional dress and appearance, punctuality and attendance
- Take responsibility for personal development making full use of the school's professional development opportunities and training
- To attend team and staff meetings as appropriate, contributing actively whenever possible
- To provide courteous, prompt and polite service to all members of the school's community including parents, students, all staff and visitors
- To actively contribute to the school's mission statement by forming positive relationships within the school community and working collaboratively and in good humour with other colleagues as appropriate or when directed
- Be aware and comply with all relevant policies and procedures within the school, particularly those relating to child protection, equality, health and safety, staff code of conduct and confidentiality. It is the duty of all colleagues to report breaches of school policies or procedures to the Headteacher.

Main (Core) Duties

Teaching and Learning

- Carry out teaching duties in accordance with the school's schemes of work and defined in the National Curriculum
- Plan and deliver lessons and other learning activities in accordance with the school's Teaching and Learning Policy
- Liaise with other colleagues to deliver units of work in a collaborative way and contribute to the production and preparation of schemes of work (this contribution reflecting the post holder's level of responsibility)
- Work closely with teaching and other support assistants in delivering "personalised learning" whenever reasonably possible
- Set targets for student attainment levels (using prior data provided)
- Set work for students absent from lessons in line with the school's behaviour and teaching policies
- Within the PM framework, work towards or maintain the teaching standards applicable (see documentation in PM material)

Assessment and Recording

- Record attainment and effort marks, homework set, student attendance and lesson plans

- Mark and return work (using the school's marking and assessment policy) on a regular basis and at least once every 2 teaching weeks. Marking should include feedback for improvement and progress for each student
- Provide assessment reports when periodically required with the school's assessment cycle and additional "round robin" reports when specifically requested
- Ensure that suitably adapted material and learning pathways are provided to challenge all students, regardless of their ability
- Liaise with parents on students' progress using the school diary system, letters, telephone and consultation evenings where reasonable and appropriate
- Work within the code of practice relating to special educational needs

Professional Standards

- Support the aims and ethos of the school as defined in the staff handbook and school prospectus
- Set a good example in terms of professional dress and appearance, punctuality and attendance
- Uphold the school's behaviour policy, uniform regulations and code of conduct in a consistent, firm and non-confrontational manner
- Maintain a purposeful and calm atmosphere in the classroom and other learning areas and consistently apply the school's prescribed sanctions and rewards procedures
- To carry out suitable evaluation and analysis of examination results and performance at the beginning of the academic year (see PA documentation) and provide a suitable summative report indicating achievements and corrective actions which might subsequently follow
- As a consequence of the PA cycle, take responsibility for personal development and progression making full use of the school's professional development opportunities and training (refer to "Investors in People" documentation for more detailed information)
- Attend team and staff meetings as appropriate, contributing actively whenever possible

Additional Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example
- This position will also involve taking on other appropriate roles and duties as and when directed by the Headteacher

Person Specification

Our person specification is underpinned by our educational philosophy. This centres around a shared view that a child's starting point should not define their destiny and an understanding of, and belief in, the difference that school can make.

The successful candidate will share a commitment to:

- our core values of respect, trust, honesty and hard work
- high standards of academic achievement for all students
- first class pastoral care, support and guidance
- developing the experiential element of school life to ensure that students leave our school as well-rounded individuals ready to take their place in the world

| | Essential | Desirable |
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| Qualifications | QTS | <ul style="list-style-type: none"> ● Good Honours Degree ● Further professional qualifications |

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| <p>Knowledge and Skills</p> | <ul style="list-style-type: none"> ● Knowledge of the National Curriculum ● Able to use a range of strategies to promote learning ● Able to manage and encourage good behaviour ● Able to develop positive and meaningful relationships with students ● Able to make appropriate use of ICT for learning ● Understanding of how to use data to inform planning and improve students' performance ● Understanding of a range of assessment for learning approaches, including grades where appropriate ● Able to communicate with students, parents and carers about students' progress ● A willingness and commitment to contribute fully to the extra-curricular programme | <ul style="list-style-type: none"> ● Understanding of how to use data to inform planning and improve students' performance ● Able to develop best practice through wide range of imaginative approaches ● Able to create an excellent climate for learning within teaching area ● Able to engage with developments in teaching and learning strategies to raise achievement |
| <p>Personal Qualities</p> | <ul style="list-style-type: none"> ● Enthusiasm ● Team-working skills ● Reliability and Integrity ● Personal Organisation ● Flexibility ● Integrity | <ul style="list-style-type: none"> ● Strategic Planning ● Motivational Skills ● Willingness to take on delegated responsibility ● Interest in new developments and challenges for the subject ● Innovative and creative approach to all aspects of the job role |

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the DBS as part of Hertfordshire County Council's pre-employment checks.

This role description may be modified by the Headteacher to reflect or anticipate changes which are commensurate with the salary and role title and improvement and expansion plans of the school.

This job description may be amended at any time following discussion with the Headteacher and is to be reviewed periodically. Expected "standards" to be reached and maintained are clearly defined within the school's Performance Appraisal (PA) documentation and should be referred to regularly for further clarification and specific detail.