



Job Title:	Teacher Job Description		
Responsible to:	The Head Teacher or in their absence the Deputy Head		
Responsible for:	N/A		
Scale:	Main Pay Scale	TLR/SEN Point	Not applicable
<i>This school is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.</i>			
Job Description			
Main purpose of the role			
<p>As a Main Pay Range teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in Part 6 Contractual Framework for Teachers of the School Teachers Pay and Conditions Document 2013, and as may be amended by subsequent Documents, and to act in accordance with the school's ethos, policies and practices, under the direction of the Headteacher:</p> <p>Paragraphs 1 to 8 below are a Main Pay Range Teachers Responsibilities as set out in Part 6 Contractual Framework for Teachers of the School Teachers Pay and Conditions Document 2013, and as may be amended by subsequent Documents. Main Pay Range teachers are required to act in accordance with the school's ethos, policies and practices, under the direction of the Head Teacher.</p>			
Key duties and responsibilities specific to the post			
1. Teaching			
1.1	Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress. and outcomes;		
1.2	Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.		
1.3	Set and mark work to be carried out by the pupil in school and elsewhere;		
1.4	Participate in arrangements for preparing pupils for external examinations.		
2. Whole school organisation, strategy and development			
2.1	Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.		
2.2	Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.		
2.3	Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so. (You will not be required to provide such cover for more than 38 hours in any school year).		
3. Health, safety and discipline			
3.1	Promote the safety and well-being of pupils in accordance with the school's Child Protection and other relevant policies.		
3.2	Maintain good order and discipline among pupils in accordance with the school behaviour policy.		
4. Management of staff and resources			
4.1	Direct and supervise support staff assigned to you and, where appropriate, other teachers.		
4.2	Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.		
4.3	Deploy resources delegated to you in accordance with school policies.		
5. Professional development			
5.1	Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.		
5.2	Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.		
6. Communication			
6.1	Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice.		
7. Working with colleagues and other relevant professionals			
7.1	Collaborate and work with colleagues and other relevant professionals within and beyond the school.		
7.2	Participating in administrative and 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 judgment.		
8. Fulfil wider professional responsibilities			
8.1	Make a positive contribution to the wider life and ethos of the school;		

Generic duties and responsibilities	
<p>Policy and legal framework: The teacher will work within the framework of:</p> <ul style="list-style-type: none"> • School Teachers' Pay and Conditions Document • The National legislation of the National Curriculum • Teachers Standards : Teachers Standards.pdf <p>In addition, the post is subject to compliance with:</p> <ul style="list-style-type: none"> • School policies and guidelines on the curriculum and school organisation • National Professional Standards for Teachers • The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of employment • Common core of skills and knowledge for the children's workforce. • The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document. 	
Contribute to the ethos and aims of the School	
<p>Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.</p> <ul style="list-style-type: none"> • To be aware of, read and understand the school's policies in particular Whistleblowing, Safeguarding, at all times that the duties of the post are carried out in accordance with school policies. • To ensure compliance with all Health and Safety legislation, risk assessments and associated codes of practice and policies. • To review and develop working practice by developing and maintaining effectiveness as a member of the school staff through taking responsibility for own continuing professional development. • To work effectively with both teaching and support staff. • To undertake any duty or responsibility that the school asks relevant to the business needs of the school needs as required and are commensurate with the grade. <p>Working relationships and contacts</p> <ul style="list-style-type: none"> • To develop and maintain positive working relationships with other professionals. • To liaise with parents, local authorities, external agencies and suppliers as well as members of the public to provide information and to answer queries and uphold the reputation of the school. <p>Fulfil wider professional responsibilities:</p> <ul style="list-style-type: none"> • Make a positive contribution to the wider life and ethos of the school • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Deploy support staff effectively • Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues • Communicate effectively with parents with regard to pupils' achievements and well-being. 	
Additional Information	
Probation	This post is subject to a 4-month probation period.
Pension	Postholders are automatically enrolled into the Teachers' Pension Scheme. The school pays a contribution into the pension scheme, this is an additional remuneration benefit.
Confidentiality	Some of the work undertaken within the school is of a highly confidential nature. The postholder must at all times maintain confidentiality and work within the school's data protection procedures.

Annual Appraisal

All staff undergo an annual appraisal as part of performance management.

Person Specification

Criteria		Essential (E) Desirable (D)	Method of Assessment Assessment (Ass) Interview (IV) Application Form (AF)
Professional Practice	Qualified Teacher Status *Qualification evidence will be requested at arrival if you successfully called for interview	E	
	Quality of teaching is at least good and often outstanding	E	
Professional Outcomes	Be able to provide evidence of most pupils' attainment and progress being at least good and often outstanding.	E	
Professional Relationships	Professional relationships with pupils, colleagues and staff lead to excellent class provision	E	
Professional Development	Fully competent practitioner able to keep up to date with changes and adapt practice accordingly	E	
Subject Leadership	Able to demonstrate recent and relevant experience in a specialist subject or area of responsibility. Has the ability to lead and inspire pupils and colleagues in their subject.	E	
Teachers Standards	Meets all the Teachers Standards in Part 1.	E	
Professional Conduct	Meets all the Teachers' standards in Part Two	E	

Other (including specialist requirements)

Main Pay Scale: This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay Range Teacher which will be set under the school's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be Specific, Measurable, Achievable, Realistic and Time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the school's plans for improving the school's educational provision and performance and improving the educational opportunities of pupils at that school.

Specific Additional Accountabilities

Main Pay Scale	Specific details of the accountabilities (eg the allocated curriculum and/or pupil development accountability under paragraph 2.2 of the Pay and Performance (Appraisal) Policy should be recorded below and reviewed annually by the appraiser.
	Specific Additional Accountabilities

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<u>DECLARATION</u> I confirm that I have read and understood the terms outlined in this document.			
Date of Job Description			
Name of Postholder			
Signed		Date	
Line Manager			
Signed		Date	