



## **Job Description- Teacher**

**Job title:** Class Teacher

**Salary:** Teacher Pay Scales + SEN allowance

**Hours:** 32.5 Full Time

**Contract type:** Permanent

**Reporting to:** Principal and senior leaders

### **Main 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

### **Duties and responsibilities**

#### **Teaching**

- 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
- Through a nurture based approach meet the individual needs of a diverse cohort of pupils with SEND to enable them all to thrive.

#### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes

#### **Health, safety and discipline**

- Follow safeguarding policies and procedures
- 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

#### **Professional development**

- Take an active role in your own professional development
- Take part in the school's performance management procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the professional development of others

#### **Communication**

- Communicate effectively with pupils, parents and carers

**Working with colleagues and other relevant professionals**

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

**Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

**Management of staff and resources**

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff through peer to peer review
- Deploy resources delegated to them

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 Principal or line manager.

## Person Specification- Teacher

<b>Essential</b>	<b>Desirable</b>	<b>Where specified</b> A – Application I – Interview R – Reference
<ul style="list-style-type: none"> <li>• Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate level qualification</li> <li>• Experience or qualification to support understanding of SEN</li> </ul>	<b>A</b>
<ul style="list-style-type: none"> <li>• Knowledge of curriculum and national initiatives in education</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience in either a mainstream school or SEN school</li> </ul>	<b>A I R</b>
<ul style="list-style-type: none"> <li>• Evidence of professional development relating to curriculum/teaching and learning/raising standards</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of professional development relating to SEN education</li> <li>• Experience of working with other schools/organisations/agencies</li> <li>• Ability to identify own learning needs</li> <li>• Knowledge and understanding of the Ofsted framework.</li> </ul>	<b>A I R</b>
<ul style="list-style-type: none"> <li>• A secure understanding of the requirements of the Primary Curriculum, SEN &amp; national initiatives;</li> <li>• Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all learners;</li> <li>• A creative approach to adapting work to meet the needs of all pupils</li> <li>• A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning;</li> <li>• Secure knowledge of statutory requirements relating to the</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of successful teaching and learning across the key stages;</li> <li>• Experience of effective monitoring and evaluation of teaching and learning;</li> <li>• Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management.</li> </ul>	<b>A I R</b>

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<b>Essential</b>	<b>Desirable</b>	<b>Where specified</b> A – Application I – Interview R – Reference
<p>curriculum and assessment.</p> <ul style="list-style-type: none"> <li>• Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> <li>• Ability to translate the Revised Professional Standards for Teachers into effective classroom delivery</li> </ul>		
<ul style="list-style-type: none"> <li>• High quality teaching skills</li> <li>• High expectations of pupil/student learning and attainment</li> <li>• Strong commitment to school improvement and raising achievement for all</li> <li>• Ability to build and maintain good relationships</li> <li>• Ability to remain positive and enthusiastic when working under pressure</li> <li>• Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>• Excellent communication skills &amp; lead by example</li> <li>• Excellent interpersonal skills &amp; confidence</li> </ul>		<b>A I R</b>
<ul style="list-style-type: none"> <li>• Positive recommendation in professional references</li> </ul>	<ul style="list-style-type: none"> <li>• Professional reference without reservation</li> </ul>	<b>R</b>