



Parmiter's School

Job Description

Post: Subject Teacher

Subject: English

Salary: MPS/UPS + fringe allowance

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

A teacher at Parmiter's School is responsible for carrying out the duties of a teacher as set out in the DfE Teachers Standards document and as outlined in the DfE School Teachers' pay and Conditions document.

The responsibilities of a subject teacher are:

Teaching and Learning

- To plan and deliver **high-quality, engaging, relevant and well-structured lessons** in line with the department's schemes of work.
- To be accountable for **student attainment, progress and outcomes**
- To **personalise learning** to ensure lessons are accessible and/or challenging for all learners
- To ensure that **homework** is an integral part of learning and set according to the departmental policy and school homework timetable
- To ensure appropriate **cover work** is set as appropriate
- To keep up to date with national developments in your **subject's pedagogy and practice** and to promote and implement them appropriately.

Monitoring, Assessment and Feedback

- To provide appropriate **assessment** opportunities, including informal ongoing assessment and formal assessments as determined by the department's assessment schedule.
- To be responsible for providing accurate **feedback** in line with departmental policy
- To ensure student progress is accurately **monitored** and **reported** on, this includes setting appropriate **targets**.
- To support the department in providing appropriate **intervention** for individuals and groups of students.
- To ensure effective **communication** with parents, including the **reporting** process.

Behaviour and Climate for learning

- To be responsible for student behaviour in the classroom, ensuring the whole school policy on behaviour is followed. To involve the Head of Department and Pastoral and Curriculum Support teams where necessary.
- To provide a positive learning environment for students to learn in the classroom including through high-quality and relevant display
- To ensure health and safety standards are met

Personal Development

- To **participate in** and **contribute to** department meetings
- To engage in and build on positive **working relationships** within the department.
- To reflect and act on **feedback** and undertake relevant CPD and training as identified.
- To attend departmental and school briefings and meetings.
- To undertake **annual reviews** in line with the school's Appraisal Policy for Teachers.

Promotion of the department

- To make a positive contribution to the life of the school and **exemplify the school vision and values.**
- To participate in and lead **co-curricular activities and school trips** within the department.
- To promote, advocate and follow all **school policies.**

Pastoral responsibilities

- To carry out the responsibilities of a form tutor as outlined in the form tutor handbook.

UPS

Teachers paid on the Upper Pay Scale are expected to demonstrate potential and commitment to undertake professional duties which make a wider contribution (which involves working with adults) beyond their own classroom.

Within this job description, each individual task may not be identified and the post holder may be asked to undertake any other task reasonably requested by the Head of Department and/or Faculty and the Senior Leadership Team. This job description will be reviewed annually and may be changed to reflect or anticipate changes in the post which are commensurate with the salary and job title.

Person Specification

(evidenced by personal statement, application form and interview process)

Attributes	Essential	Desirable
Qualifications & training	<ul style="list-style-type: none"> ● Qualified Teacher Status ● Graduate - honours degree with relevant subject knowledge ● Evidence of Continuing Professional Development ● Knowledge of relevant policies, codes of practice and awareness of relevant legislation 	<ul style="list-style-type: none"> ● Safeguarding - <i>training can be provided</i> ● Prevent - <i>training can be provided</i> ● First Aid Training - <i>training can be provided</i>
Previous Experience	<ul style="list-style-type: none"> ● Proven experience of planning and teaching across the Key Stages ● Understanding of high-quality teaching and learning strategies in MFL ● Effective Use of Assessment for Learning ● Using ICT as a curriculum tool ● Contribution to raising standards 	<ul style="list-style-type: none"> ● Active engagement in extra-curricular provision and school trips
Professional Competence	<ul style="list-style-type: none"> ● Expert subject knowledge ● Innovative, imaginative and flexible teaching style using a wide range of pedagogic approaches to ensure all students are engaged ● Ability to adapt teaching to meet students' needs, therefore ensuring inclusion ● Understanding of the essential components of, and the regular delivery of outstanding lessons ● Evidence of continued professional development through self-reflection and ability to act on advice ● Ability to work under pressure and prioritise effectively ● Commitment to equality of opportunity for all students to achieve the best outcome ● Commitment to safeguarding and students' wellbeing 	
Personal Qualities	<ul style="list-style-type: none"> ● A commitment to the aims and ethos of the school ● Enthusiasm & passion for languages ● Enjoyment of working with young people ● Ability to communicate a vision and 	

	<p>inspire others</p> <ul style="list-style-type: none">● A commitment to collaborative practice● Willingness to be involved in the wider life of the school● Resilient, positive, forward-looking and enthusiastic about making a difference● A willingness to reflect upon experiences in a critical and constructive manner● The ability to remain calm in stressful situations● Smart professional appearance	
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