**Teacher Job Description**

(pay scale Main scale 5 – Upper Pay Scale 3)

All teachers are required to carry out the duties of a schoolteacher as set out in the current [*School Teachers Pay and Conditions* *Document*](https://www.education.gov.uk/publications/)*.* Teachers should also have due regard to the Teacher Standards. Teachers’ performance will be assessed against the teacher [standards](https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00066-2011) as part of the performance management process as relevant to their role in the school.

**Purpose:**

* Deliver the curriculum as relevant to the age and ability group/subject/s that you teach;
* Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate;
* Be accountable for the attainment, progress and outcomes of pupils you teach;
* Be aware of pupils’ capabilities and their prior knowledge - plan teaching and differentiate appropriately to build on this demonstrating knowledge and understanding of how pupils learn;
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject);
* Demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics;
* Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners’ progress and levels of attainment;
* Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study;
* Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate;

## Behaviour and Safety

* Establish a safe, purposeful and stimulating environment for pupils, following the school behaviour policy;
* Be a positive role model and demonstrate consistently the positive attitudes, values and ethos of the school;
* Carry out playground and other duties as directed and within the remit of the current *School Teachers’ Pay and Conditions* *Document;*
* Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

## Team Working and Collaboration

* Participate in any relevant meetings/professional development opportunities;
* Work as a team member, sharing and developing effective practice;
* Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil;
* Take part as required in the review, development and management of the work of the school;
* Cover for absent colleagues within the remit of the current *School Teachers’ Pay and Conditions* document.

### **Administration**

* Register the attendance of and supervise learners, before, during or after school sessions as appropriate;
* Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers’ Pay and Conditions* *Document.*

#### **Professional Development**

* Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils’ progress, attainment and well-being, refining your approaches where necessary, and responding to advice and feedback from colleagues;
* Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your performance management review.

**General/Other:**

* To recognise how this role impacts on Crofty Multi Academy Trust and the Trust’s pupils at all times
* To provide support and cover for other staff where needs arise inclusive of occasional To be aware of and adhere to all Trust policies and procedures
* To undertake other duties appropriate to the post as required
* work at other sites within a reasonable travel distance

**Curriculum Leader (to take effect after successful completion of ECT years)**

* Have a secure subject knowledge and a model of consistently good practice.
* Develop an annual plan for the improvement of the area of responsibility (linked to the Whole School Development Plan) with measurable success criteria and timeline.
* Ensure policies relevant to your subject are up to date.
* Maintain a whole school awareness of standards across the school, taking responsibility for continuous improvement.
* Develop and review a high-quality curriculum for your subject area which meets all National Curriculum requirements
* Review, monitor and evaluate current practice and provide feedback to staff and incorporate findings into subject action plan e.g. through work scrutiny, data analysis, learning walks and pupil conferencing.
* Hold staff to account for implementation of agreed policies and practice.
* Support, motivate and advise staff and work with them to develop their classroom practice.
* Disseminate information to the staff and lead staff development (within area of responsibility)
* Maintain an up-to-date knowledge of local and national initiatives
* Be responsible for the budget allocated to the subject area
* Work with members of the Crofty Learning Trust to develop good practice.

**Person Specification – Teacher**

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| **Person Specification:** | **Essential** | **Desirable** | **Recruiting method** |
| **Education and Training** | * Qualified Teacher Status |  | Application |
| **Skills and Experience** | * Ability to create a stimulating and safe learning environment * Ability to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach * Ability to assess and record the progress of pupils’ learning to inform next steps and monitor progress * To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers * Ability to successfully deploy a wide range of effective behaviour management strategies * High level of oral and written communication skills and an ability to work in partnership with other staff | * Knowledge of current education and professional   developments and an understanding of their  application in a whole school context | Application/  Interview/  Assessment |
| **Knowledge and understanding** | * Extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners * Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught * Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people * Demonstrates an awareness, understanding and commitment to equal opportunities |  | Application/  Interview/  Assessment |