

CLASS TEACHER JOB DESCRIPTION & PERSON SPECIFICATION

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At Brentside Primary we have a teaching and learning policy in which all learning is pre-planned for, in an enjoyable, experiential way, as well as through objectives based learning. We believe in combining fun with high expectations of our pupils. We expect all teaching to meet the learning needs of differing abilities and ages, as well as the needs of EAL and SEND pupils.

We are a well resourced school that aims to ensure that all teachers teach, and all pupils learn, in a quality, well maintained environment. We strive for high academic standards and we also value and promote creativity both in our teachers and pupils.

JOB DESCRIPTION

MAIN PURPOSE OF THE JOB

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards*
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

DUTIES & RESPONSIBILITIES

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the Academy

TEACHER EXPERTISE

- The teacher shows good subject knowledge and understanding. Ability to deliver the curriculum as relevant to the age and ability group/subjects that you teach.
- To make lessons full of fun and challenge.
- The teaching methods used enable all pupils to learn effectively.
- Pupils' work is assessed thoroughly.
- Pupils achieve productive outcomes.
- The teacher makes effective use of time and resources.
- Homework is used effectively to reinforce and extend learning.
- To ensure that all pupils make good progress.



PLANNING AND ASSESSMENT

- To plan effectively using National Curriculum, Early Learning Goals and the New Literacy and Numeracy Strategies.
- To ensure that all planning and assessments are based on sets clear objectives from the National Curriculum, Early Learning Goals and the Literacy and Numeracy Strategies.
- To ensure that the planned curriculum meets the needs of the three levels of ability and those of SEN pupils.
- To ensure that learning objectives that are shared and understood by pupils and support staff at the beginning of each lesson and are clearly identifiable in the planning.
- To ensure that records and observations are made of the pupils' progress.

WORKING WITHIN A TEAM.

- To have the ability to be part of and lead a staff team and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- To actively support, implement and promote agreed whole school policies.
- To actively seek to be a positive role model to pupils and staff.
- To ensure that pupils work is shared and displayed effectively through out the school so as to promote excellence in all aspects of the curriculum.
- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Contribute to the selection and professional development of support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- 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 activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document

MANAGEMENT OF PUPIL BEHAVIOUR & SAFETY

- Pupils are well managed and high standards of behaviour are insisted upon in the classroom and playground.
- To apply the behaviour policy in a fair, and consistent manner.
- To ensure that agreed behaviour procedures are adhered to.
- To encourage pupils to take responsibility for their own behaviour and environment. Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Have high expectations of behaviour, promoting self control and independence of all learners
- 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



FULFIL WIDER PROFESSIONAL RESPONSIBILITIES

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

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 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 appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations

OTHER

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

PERSON SPECIFICATION

QUALIFICATIONS

- Qualified teacher status or recognised equivalent (application form).

KNOWLEDGE & SKILLS

The ability to effectively:

- Create a stimulating and safe learning environment.
- Establish and maintain a purposeful working atmosphere.
- Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.
- Assess and record the progress of pupils' learning to inform next steps and monitor progress.
- Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.
- Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles.
- Encourage children in developing self-esteem and respect for others.
- Deploy a wide range of effective behaviour management strategies, successfully.
- Communicate to a range of audiences (verbal, written, using ICT as appropriate).
- Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit.
- Work under pressure and meet reasonable deadlines.
- Work co-operatively within a team.
- Think creatively and problem solve.
- Remain enthusiastic and self-motivated.
- Communicate effectively and be sensitive to the needs of pupils, staff and parents
- Demonstrate proven classroom leadership and use your initiative.

COMMITMENT

Demonstrate a commitment to:

- Equalities
- Promoting the school's vision and ethos
- High quality, stimulating learning environments
- Relating positively to and showing respect for all members of the school and wider community
- Ongoing relevant professional self-development
- Safeguarding and child protection