



Job Description – Teacher (Mainscale and UPS)

In addition to the responsibilities set out in the teachers' pay and conditions document you will also undertake the following duties and responsibilities.

Responsible to: *Team Leader (in their absence, Assistant Headteacher with responsibility for the phase)*

Responsible for: *The teaching of a class / membership of a school improvement team*

Additional payment: *UPS1 / UPS2 / UPS3 for some teachers*

Purpose of the post (from Teachers' Standards 2019)

- To set high expectations which inspire, motivate and challenge all pupils
- To promote the wellbeing of pupils in your class
- To promote good progress and outcomes by all pupils
- To demonstrate good subject and curriculum knowledge
- To plan and teach well structured lessons
- To adapt teaching to respond to the strengths and needs of all pupils
- To make accurate and productive use of assessment
- To manage behaviour effectively and ensure a good and safe learning environment
- To fulfil wider professional responsibilities

Main duties and responsibilities

- Show a commitment to the vision, ethos and policies of the school and promote high levels of achievement in school.
- Develop effective professional relationships with colleagues, parents and other professionals
- Deploy support staff effectively and sensitively
- Communicate effectively with parents
- Act as an ambassador for the school and positively engage with the wider school community.
- Be an excellent practitioner who is an example to staff, pupils and parents in terms of:
 1. High personal standards of classroom practice
 2. Providing stimulating and challenging learning environment
 3. Excellent subject knowledge of mathematics and English
 4. The ability to plan, assess and evaluate to a high standard
 5. High expectations of pupil achievement
 6. Commitment and professionalism
 7. Organisational and school operation skills
- To observe all health and safety rules and guidance and to take all reasonable care to promote the health and safety at work of yourself, other staff and pupils.
- Responsible for the welfare and safeguarding of children and young people.
- Ensure the promotion of equal opportunities in all aspects of school life.
- Lead CPD for staff as part of a School Improvement Team
- To take responsibility for your own professional development, keeping up to date with new initiatives.

Specific Responsibilities

- Establish a safe and stimulating environment (both the classroom and any intervention areas used by your class)
- Be accountable for the attainment, progress and outcomes of all children in your class (even those who also have intervention with support staff)
- Encourage all pupils to take a responsible and conscientious attitude to their learning and behaviour
- Have a secure knowledge of the subjects and curriculum areas you teach, and where knowledge is not as secure seek to improve it
- Structure the timetable and school day to ensure appropriate curriculum coverage and no wasted time
- Set homework and plan out of class activities (such as trips or visitors) to extend the knowledge and experience of pupils
- Know when to differentiate appropriately
- Understand the barriers a child may have to learning and strive to overcome these
- Know and understand how to assess a child's abilities and update Target Tracker regularly to show accurate assessment
- Give pupils regular feedback through marking or work and verbal feedback
- Have clear rules and routines for behaviour and take responsibility for the behaviour of the class both in the classroom and around school
- Manage the class effectively using a range of strategies appropriate to the needs of each child
- Make a positive contribution to the wider life of the school by attending fundraising events and other events involving the whole school

UPS Additional Responsibilities

All teachers who are paid on the Upper Pay Spine must meet all the teachers' responsibilities listed above, with the following responsibility –

UPS1 Effectively and confidently support and challenge colleagues across school to meet all standards

UPS2 Play a lead role in supporting and challenging colleagues throughout the school to meet all standards

UPS3 Actively leads in effectively supporting and challenging colleagues throughout school to meet all standards

This job description will be reviewed annually as part of the performance managements review process, or more frequently if necessary. It may be amended at any time after consultation with the headteacher and post holder.