



## **Herne View Church of England Primary School**

### **Job Description: Class Teacher MPS**

The appointment is subject to the current conditions of employment for teachers as contained within the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and the Standards for all Teachers 2012.

This job description may be amended at any time following discussion between the Headteacher and the member of staff. It will be reviewed annually,

Teachers at Herne View Church of England Primary School reflect the school vision, values and ethos in their work with pupils and the wider school community. The education of the pupils and the aim for all pupils to reach their highest potential in all aspects of school life, is a golden thread running through all practice. Teachers are reflective practitioners who display their professional standards through their integrity and honesty, committed to their own on-going development and professional growth and working with colleagues and families/carers in the best interests of their pupils.

## **PART ONE: TEACHING**

A teacher must:

1. **Set high expectations which inspire, motivate and challenge pupils:**
  - Establish a safe and stimulating environment for pupils, rooted in mutual respect;
  - Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions;
  - Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.
2. **Promote good progress and outcomes by pupils:**
  - Be accountable for pupils' attainment, progress and outcomes;
  - Plan teaching to build on pupils' capabilities and prior knowledge;
  - Guide pupils to reflect on the progress they have made and their emerging needs;
  - Demonstrate knowledge and understanding of how pupils learn and how this impacts upon teaching;
  - Encourage pupils to take a responsible and conscientious attitude to their own work and study.
3. **Demonstrate good subject knowledge and curriculum knowledge:**
  - Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject and address

misunderstandings;

- Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship;
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject;
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics;
- If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

**4. Plan and teach well-structured lessons:**

- Impact knowledge and develop understanding through effective use of lesson time;
- Promote a love of learning and children's intellectual curiosity;
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired;
- Reflect systematically on the effectiveness of lessons and approaches to teaching;
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

**5. Adapt teaching to respond to the strengths and needs of all pupils:**

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively;
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these;
- Demonstrate an awareness on the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development;
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

**6. Make accurate and productive use of assessment**

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- Make use of formative and summative assessment to secure pupils' progress;
- Use relevant data to monitor progress, set targets and plan subsequent lessons;
- Give pupils regular feedback, both orally and through accurate marking and encourage pupils to respond to the feedback.

**7. Manage behaviour effectively to ensure a good and safe learning environment**

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around school, in accordance with the school's behaviour policy;
- Have high expectations of behaviour, and establish a framework for discipline with a wide 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 involve and motivate them;
- Maintain good relationships with pupils, exercise appropriate authority and act decisively when necessary.

#### 8. **Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the school;
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- Communicate effectively with parents with regard to pupils' achievement and well-being;
- Deploy support staff effectively.

## PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the school, by:
  - Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
  - Have regard for the need to safeguard pupil's well-being, in accordance with statutory provisions;
  - Showing tolerance of, and respect for, the rights of others;
  - Not undermining fundamental British values and mutual respect and tolerance of those with different faiths and beliefs;
  - Ensuring that personal beliefs are not expressed in ways which exploit pupil's vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality;
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## **Safeguarding**

Everyone who works for Herne View Church of England Primary School has the responsibility for promoting the safeguarding and welfare of children.

### **Commitment to Safeguarding Children**

- To ensure awareness of school policy and procedures re Child Protection and Safeguarding.
- To become aware of the signs and symptoms of abuse by attending relevant training.
- To report all causes for concern to the Designated Safeguarding Lead via appropriate methods.
- To ensure the safety of all pupils in the school learning environment both indoor and outdoor.
- To ensure they complete or are aware of risk assessments pertaining to children in their care or regarding any off-site visits.

### **Subject leadership**

- To take a leadership role in the co-ordination and teaching of a subject throughout the school (including the implementation and evaluation of the national curriculum in this subject) and to develop, evaluate and update the appropriate curriculum policy document for the school.
- To provide leadership, expertise, advice and assistance for members of staff with regard to their particular subject.
- To develop and implement appropriate record keeping in this curriculum area and to ensure that the teaching and learning in this subject provides continuity and development through the school for the individual child.
- To identify and inform the Head of resource needs and to maintain existing resources.
- To be conversant with current thinking and developments in the teaching of the agreed curriculum area as appropriate to the age group.
- To be aware of and identify any INSET needs making use of the expertise available inside the school, within Somerset Council and elsewhere.
- To liaise with other schools, particularly Wadham High School, regarding this subject, curriculum and pupil progress.
- To liaise with governors as appropriate.

**It is agreed that this job description is a fair and accurate statement of the requirements of the job.**

**Post Holder:.....Date:.....**

**Reviewer:** .....**Date:**.....

**Headteacher:** .....**Date:**.....