

## All Souls' CE Primary School



### Job Description

**Job Title:** Teacher  
**Grade:** Main Scale  
**Responsible to:** Head Teacher

#### Job Content

##### **Basic Duties:**

These are outlines in the latest school Teachers Pay and Conditions Document.

##### Job Purpose

To teach and care for the pupils as a classroom teacher, compliant with the school's aims and in pursuit of high standards of behaviour and learning. The school aims to create an environment which is rewarding, stimulates learning and is safe.

To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Headteacher.

##### Part One: Teaching

A teacher must;

##### **Set high expectations which inspire, challenge and motivate pupils.**

- Identify clear objectives which set goals and challenge pupils of all backgrounds and abilities.
- Identify specific children in need of intervention.
- Establish a safe and stimulating environment for pupils.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

##### **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.
- To encourage and guide pupils to reflect on the progress they have made and use this to progress learning.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Prepare reports to parents as required by the school.

##### **Demonstrate good subject and curriculum knowledge.**

- Have a secure knowledge of the relevant subject(s) and curriculum areas, and address misunderstandings.
- Develop a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.
- Demonstrate a clear understanding of systematic synthetic phonics.
- Demonstrate a clear understanding of appropriate teaching strategies when teaching early maths.

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

- Promote a love of learning and develop children's intellectual curiosity.
- Impart knowledge and develop understanding through effective use of lesson time.
- Set homework to consolidate knowledge and understanding that children have acquired.
- Reflect on the effectiveness of lessons and approaches to teaching critically.
- Ensure the effective and efficient deployment of classroom support.

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

- Know when and how to differentiate properly.
- Demonstrate an awareness of 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 teaching approaches to engage and support them.

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

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

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

- Maintain good relationships with pupils.
- Set high expectations of behaviour using a range of strategies including praise, sanctions and rewards consistently and fairly.
- Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour in classrooms and around the school in accordance with the school's behaviour policy.

**Fulfil wider professional responsibilities.**

- Make a positive contribution to the wider life and ethos of the school.
- Develop effective personal relationships with colleagues.
- Know how and when to draw on advice and specialist support.
- Communicate effectively with parents.
- Take responsibility for your own professional development.

### **Part Two: Personal and Professional Conduct**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct.

Teachers:

- Treat pupils with dignity and respect and at all times observe proper boundaries appropriate to a teacher's professional position.
- Safeguard pupils' well-being.
- Show tolerance of and respect for the rights of others.
- Do not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensure that individual beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Have proper and professional regard for the ethos, policies and practise of the school in which they teach and maintain high standards in their own attendance and punctuality.

The above job description may be reviewed and/or amended at any time but, before this happens, you will be given appropriate opportunities to discuss any proposed amendments.