



The Gateway Primary Academy

Job Description: Class Teacher Main Pay Scale /Upper Pay Scale

Responsible to: The Headteacher

All teachers at The Gateway are expected to:

- Have attained the National Teacher Standards for Qualified Teacher Status
- Work in accordance with school policies, providing excellent moral, social, spiritual and cultural role models
- Be committed to enhancing and updating their teaching skills through continued professional development

Teachers are entitled to regular reviews of their performance in accordance with the school's Performance Management Policy and Capability Policy. This will highlight priorities for further professional development in line with the School Improvement Plan

The Teachers' Standards issued by the Department for Education specify that:

- Teachers make the education of their pupils their first concern
- Teachers are accountable for achieving the highest possible standards in work and conduct
- Teachers act with honesty and integrity
- Teachers have a strong subject knowledge
- Teachers keep their knowledge and skills as teachers up-to-date and are self-critical
- Teachers forge positive professional relationships
- Teachers work with parents in the best interests of their pupils

At The Gateway Primary Academy all teachers will

- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment
- Fulfil wider professional responsibilities (*such as attending staff meetings, CPD, parents consultations, report writing, offsite visits, liaising with outside agencies and other schools, moderation, professional self-evaluation and Performance Management*)

Additionally:

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 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
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' 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.

Upper Pay Scale Teachers will also be expected to:

- Demonstrate consistently high quality teaching and learning, with much that is outstanding.
- Contribute significantly to implementing workplace policies and practice and to promoting collective responsibility for their implementation
- Have an 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 to achieve their potential
- Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach
- Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them
- Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people
- Be flexible, creative and highly adept at designing learning sequences within lessons and across lessons that are effective and consistently well matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge
- Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally
- Promote collaboration and work effectively as a team member
- Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback

Safeguarding

The Gateway Primary Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. We will ensure that our recruitment and selection practices reflect this commitment.

The successful candidate will be subject to Disclosure and Barring Service checks alongside all other relevant employment checks.

This job description is complimentary to the School Teachers Pay and Conditions document and the Teacher's Standards