

**Job Description**

**Job Title: Main Pay Scale Teacher**

**Salary Grade: MPS UPS**

**Directorate: Education Services**

**Work Environment: Agile**

**Reports to: Head teacher**

This position requires an Enhanced Disclosure and Barring Service (DBS) Check.

**Purpose:**

**To meet the requirements of:**

* A teacher as set out in the School Teachers Pay and Conditions Document.
* The Teaching Standards (Sunderland Career Expectations for M1-M6).
* Subject/Aspect leader.

**Key Responsibilities:**

* To play a full part in the life of the school community and support its ethos, values and aims.
* To contribute significantly to implementing workplace policies and practice and promoting collective responsibility for their implementation.
* To have high expectations and lead by example.
* To contribute to the evaluation and monitoring of the school curriculum.
* To work cooperatively as a member of a year group team/phase team and to contribute positively to effective working relations within the school.
* To ensure the effective and efficient use of any staff or volunteers that are supporting teaching and learning in the classroom.
* To provide and sustain a high-quality learning environment where resources can be accessed appropriately by pupils and that encourages each child to make the best possible progress.
* To have and share with colleagues a good up-to-date working knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise the learning experience to provide opportunities for all learners to achieve their potential.
* To comply with the schools Health and Safety policy and undertake risk assessments as appropriate.
* To engage actively in Appraisal and Professional Development to ensure professional skills are developed and kept up to date.
* To share and support the school’s responsibility to provide and monitor opportunities for academic and personal growth.

**Main Duties - TEACHER**

* To plan and deliver engaging and motivating lessons and an appropriate, broad, balanced, relevant, differentiated and challenging curriculum to all pupils appropriate to their needs, ensuring teaching of the highest standard.
* To design and refine approaches to teaching that are effective and consistently well matched to learning objectives, integrating recent developments, including those relating to pedagogy.
* To provide or contribute to oral and written assessments relating to individual pupils or groups of pupils, internally, with parents and outside agencies.
* To ensure high standards of behaviour so effective learning can take place, and good relationships can be formed within the school community.
* To assess, record and report on all aspects of pupils’ progress and development.
* To raise standards of pupil attainment, effectively using prior attainment data to establish appropriate starting points and ensure that progress is systematically monitored to promote and maximise success.
* In line with school policy, mark and provide feedback on pupils’ work set in school and for homework so that they understand how to improve.
* Contribute to whole school planning activities.

**Main Duties – READING LEADER (TLR2a)**

All have a responsibility to:

* Support the implementation of their subjects/aspects.
* Ensure that planning for reading takes account of the range of children at the school, including gender and all abilities and backgrounds and is appropriate to their needs.
* Be responsible for the compiling evidence of impact from actions and updating on a termly basis.
* Develop assessment and recording techniques and collect examples of pupils’ work to use them as a basis for internal moderated assessment.
* Monitor teaching and learning of reading through learning walks, lesson observations (where appropriate), pupil discussions and work/planning scrutiny.
* Support staff in ensuring that resources are available for the teaching of reading.
* Encourage the use of outside resources and online learning.
* Keep updated on policy and practice in the teaching of reading.
* Monitor data for reading, analysing trends and work with staff to develop appropriate intervention.
* Liaise with other agencies including LA advisers/inspectors as appropriate.
* Keeping subject leader files up to date.

**Statutory Requirements:**

They must comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of records and information and respect the privacy of personal information held by them.

Use information only for authorised purposes.

The post holder must carry out their duties with full regard to Equal Opportunities Policy, Code of Conduct, Child Protection Policy and all other policies.

They must comply with Health and Safety rules and regulations and with Health and Safety legislation.

The work of school changes and develops continuously which in turn requires staff to adapt and adjust. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription on teachers’ terms and conditions of employment and/or any relevant school improvement priorities set from time to time. Any major changes will involve discussion and consultation with you.

Whilst the main duties and responsibilities of the post are set out above, each individual task to be undertaken has not been identified. Teachers will be expected to comply with any reasonable request from their line manager to undertake work related to teaching and learning that is not specified within this job description and which is commensurate with the level of the post.

**Author**: Simon Marshall

**Date**: September 2019



**Person Specification**

**Job Title: Main Pay Scale Teacher**

**Role Profile reference: N/A**

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| **Essential Requirements** | |
| **Qualifications:**   * Qualified Teacher Status * Degree in primary education or a degree and PGCE * Commitment to continual professional development | Application Form Interview  Reference |
| **Experience of:**   * KS1 and/or KS2 teaching experience * Co-ordinating the work of support staff * Teaching the National Curriculum. * Experience and knowledge of teaching children with a wide range of needs. | Application Form Interview  Reference |
| **Knowledge and understanding of:**   * An excellent KS1 and/or KS2 practitioner. * The primary curriculum and its assessment, recording and reporting requirements. * Developing personalised learning to raise standards of attainment and achievement of every child. * Effective teaching and learning styles. * A consistent and effective approach to classroom management and discipline in order to promote good behaviour. * A commitment to creating and sustaining a high-quality learning environment. * How to use ICT effectively as an integral part of teaching and   learning.   * A commitment to promote and safeguard the welfare of children. | Application  Form  Reference  Lesson  Observation  Interview |
| **Ability to:**   * Work as part of a professional team. * Demonstrate excellent oral and written communication skills. * Build excellent professional relationships with the whole school community. * Be reliable, flexible, committed, self-motivated and enthusiastic. * Demonstrate a commitment to equal opportunities and inclusion. * Demonstrate excellent organisational skills, including good time management. * Lead a curriculum area. * Use prior attainment and formative assessment data effectively to maximise progress. * Plan, record and assess for children’s progress in a variety of ways. | Reference  Interview  Lesson  Observation  Application  Form |

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