Job Description- Teacher

Post Title	Teacher
Salary Grade	MPS/UPS per annum depending on relevant teaching experience, plus SEN allowance
Reporting To	SLT
Line Management of	To be allocated

Job Purpose (including main duties and responsibilities)

To carry out the professional duties of a Teacher as set out in the School Teachers' Pay and Conditions Document. Carry out teaching duties in accordance with the school's schemes of work and the National Curriculum and Teachers' Standards.

The following list is typical of the level of duties which the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

Generic Responsibilities:

- Plan effectively in the short, medium- and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the differentiated needs of learners are met. Plan and prepare out of class work.
- Contribute to the monitoring and development of the required subject/s area to ensure suitable opportunities are provided for learner aspirations to be met.
- Establish a purposeful and safe learning environment and manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline and a supportive culture in line with the school behaviour policy.
- Be aware of and apply a range of teaching and learning strategies, including implementing inclusive practices, to ensure that the diverse needs of learners are met and excellence and enjoyment is achieved. Deliver lessons to groups of learners or classes. Demonstrate the positive values, attitudes and behavior expected from learners.
- Assess, record and report on the development and progress of learners and analyse relevant data to promote the highest possible aspirations for learners and target expectations and actions to raise learners' achievements. Provide timely, accurate and constructive feedback on learners' attainment, progress and areas of development.
- Demonstrate ongoing development and application of teaching practice, expertise and subject specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
- Be responsible for the pastoral care of pupils within your class.

- Communicate effectively and work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, carers, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.
- To support, guide, and line manage allocated support staff to create a high performing and effective team.
- Contribute to the development and implementation of priorities, policies and activities in order to enable the achievement of whole school aims.
- Promote the safeguarding and welfare of children and young people the post holder is responsible for or comes into contact with. Be aware of school policies and other guidance on the safeguarding and promotion of well being of children and young people. Take appropriate action where required.
- Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.

Specific Responsibilities:

- To plan on a daily basis for all pupils in the required subjects and share this with support staff.
- To monitor the delivery of set/planned objectives to pupils within the required subject area/s.
- Write and share weekly plans for your class which you are timetabled to teach and/or lead
- Personalise planning and teach across a diverse range of needs, adapt teaching to support pupils' education at different stages of development
- To monitor the delivery of set/planned objectives to pupils within the required subject areas
- Responsibility for leading and directing support staff to support teaching and learning.
- Ensure accurate and timely assessment, recording and reporting of pupil progress; including accurate and appropriate data collection
- Demonstrate knowledge of how children with additional needs learn and engage with learning, and how this informs teaching strategies; regularly reflect on teaching, learning and practice within your own class to evaluate the effectiveness of your teaching and pupils' outcomes
- Be aware of, and adapt your approach to meet, the individual pastoral needs of each child
- Responsibility for effective and timely home-school communication with parents and carers regarding their child's school day, learning and any pastoral issues

In addition, Upper Pay Spine teacher are expected to:

- Make significant contributions to implementing workplace policies and practice and to promote their implementation.
- Give advice on the development and well being of children and young people, if required
- Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, an providing advice and feedback.

Other Specific Duties

- To play a full part in the life of the school community and support the aims and ethos odd the school by adhering to the school vision
- Set a good example in terms of dress, punctuality and attendance

- To take responsibility for own professional development and to positively engage with development opportunities offered by the school and Trust
- To take responsibility for own wellbeing by positively engaging with support, advice and guidance from the school and Trusts leadership team
- To engage actively in the performance review process
- Undertake any other duty as specified by STPCD (Standard Teachers Pay and Conditions Document) not mentioned above
- To take responsibility for asking for clarification, support and guidance when needed
- Comply with any reasonable request from a manager to undertake work of a similar level not specified in this job description
- Be courteous to colleagues and provide a welcoming environment to visitors
- To hold people in high regard and to speak positively to and about people at all times
- To approach challenges with a solution based and 'can do' attitude

General Information

Whilst every effort has been made to explain the main duties for this post work each individual task may not have been identified

The school will endeavour to make any reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition.

The post-holder will be expected to undertake any appropriate training provided by PROSPER to assist them in carrying out any of the above duties.

The post-holder will be required to promote, monitor and maintain health, safety and security in the workplace, the Health & Safety at Work Act, COSHH, and all other mandatory regulations are adhered to.

The post holder will promote and apply the Prosper Learning Trust values of Aspiration, Integrity, Kindness and Resilience in all that they do.

This job description is current at the date shown, but in consultation with you may be changed by the Headteacher to reflect or anticipate changes in school priorities or the job commensurate with the job grade and title.

Person Specification – Teacher

Method of Candidate Assessment:

A = Application
I = Interview
T = Task
L= Lesson observation
R = Reference

Essential	Desirable	Assessment
Skills, knowledge and aptitudes		
Strong classroom practitioner	Understands the framework for inspection of schools	A/I/L/R/T
Have strong understanding and knowledge of appropriate curriculum with pupils with additional needs.	Can teach other subjects or general subjects appropriate to the curriculum for pupils with additional needs.	A/I/R/T
Knowledge and understanding of pupils with a range of additional educational needs		A/I/R/T
Take responsibility for a subject or aspect of whole school development (based on experience)		A/I
Secure understanding and effective application of assessment systems.		A/I/R
Strong ability to communicate with all stakeholders.		A/I/R/T
Qualifications and training		
DfE recognised teaching qualification and QTS or equivalent	Further professional development	DfE check A/I
Experience		
Has experience of teaching pupils with additional needs		A/I
Evidence of adapting teaching to meet the needs of pupils.	Considerable experience of teaching pupils with additional needs.	A/I/R

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Personal qualities		
Strong role model with the highest standards of integrity		I/R
Advocate a pupil centered approach to decision making.	Calm, confident and professional manner	I/R
Ability to manage change and be adaptable and flexible to meet the needs of the school.		I
Willingness to ask for advice and support where necessary		I
High expectations of pupil achievement		I
Ability to form and maintain appropriate relationships and personal boundaries with all stakeholders.		I/R
Ability to prioritise tasks and meet deadlines.		I
Special requirements		
Cleared to work with children		I/R DBS Clearance
Willing to take part in wider school activities	Willing to drive the school minibus	I
Have a proactive approach to professional development opportunities.		I/R