**St Mary’s CE School**

**Main Pay Scale Job Description**

**Post title:** Teacher (EYFS, KS1 or KS2)

**Salary and Grade:** MPS in line with the current *School Teachers’ Pay and Conditions Document*

**Responsible to:** The Headteacher and the Governing Body

**Main Purpose of the Job:**

* To maintain consistently high standards in relation to all aspects of the Teacher’s Standards
* Demonstrating effective practice and evaluating the impact of their teaching on learners’ achievement
* Being a role model for learners and other staff
* Making a significant contribution to the wider aspects of school life

**Main Responsibilities:**

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

* In setting targets, take account of the level of challenge for pupils across the class of all backgrounds, abilities and dispositions
* Actively support the St Mary’s school values and the Christian ethos of the school in relationships with children, colleagues and parents, both in class and around the school
* Maintain all aspects of the learning environment to an excellent standard

**2. Promote good progress and outcomes by pupils**

* Demonstrate clear understanding of the needs of children of all backgrounds, abilities and dispositions so that the majority of pupils make good and accelerated progress
* Use data effectively, review and evaluate progress and attainment and meet appropriate, challenging targets for all pupils
* Demonstrate through self-review, an effective evaluation of the impact of teaching
* Demonstrate knowledge of how children learn and adapt teaching accordingly
* Establish a culture that ensures that pupils have a responsible and conscientious attitude to their work
* Actively promote parental involvement and initiate opportunities to involve them

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

* Demonstrate knowledge and expertise across the full range of the Primary curriculum through coherent planning and lively, inspirational teaching
* Take responsibility for own CPD, keeping abreast of changes/developments across the EYFS
* Provide professional reports (verbal or written) to parents, indicating progress, attainment and targets for improvement

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

* Create a vibrant, engaging learning environment
* Consistently deliver teaching that is good or outstanding and which include agreed ‘non-negotiable’ aspects
* Through effective planning and provision, demonstrate understanding of different styles of learning and how these are accommodated
* Be systematic in evaluating learning within and across a sequence of lessons
* Facilitate children’s and parents’ views on learning
* Recognise own accountability for curriculum provision within the class and the quality of learning

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

* Ensure that teaching is consistently good and outstanding
* Demonstrate how teaching has been adapted to accommodate the needs of groups and individuals
* Initiate strategies to engage parents in their children learning, especially hard to reach parents or those whose first language is not English

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

* Be highly competent in assessment across the curriculum, and in using outcomes to support accurate, challenging target setting and continuous progress and high attainment
* Use school data effectively to track progress and set challenging targets
* Be highly competent in providing feedback to pupils
* Engage fully in moderation activities as required

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

* Be highly competent in managing an effective learning environment so that all children are actively engaged in learning and poor behaviour never disrupts learning
* Consistently follow the St Mary’s behaviour policy which is embedded across the school
* Use a range of positive behaviour strategies effectively, linked to St Mary’s school values, in order to engage and motivate pupils
* Keep parents well informed and work effectively with them to bring about improvement where necessary

**8. Fulfil wider professional responsibilities**

* Be positive and encouraging during times of change
* Generate respect from colleagues through highly effective professional, working and supportive relationships
* Form highly effective relationships with children that generate respect, confidence and high self-esteem
* Form highly effective relationships with parents e.g. through good communication, listening to and acting upon concerns
* Recognise responsibility and accountability for the effective deployment of support staff
* Liaise with the leadership team to ensure that support staff have the skills they need to work effectively
* Take responsibility for own CPD through research and independent learning and actively participate in school based CPD to support school and personal professional improvement
* Be willing to run an after school club or activity

**Additional Responsibilities**

 Undertake professional duties that may be reasonably assigned to them by the Headteacher.

**Code of Conduct**

The School expects all staff to ensure that their standards of conduct are, at all times, compliant with the School’s Code of Conduct.