***JOB SPECIFICATION FOR POST THRESHOLD TEACHERS***

***Duties***

The responsibilities outlined in this job description are in addition to those covered by the latest School Teacher’s Pay and Conditions Document. It may be modified by the Headteacher to reflect or anticipate changes to the job, commensurate with the salary and job title.

***Professional Standards to be Demonstrated:***

The post holder will demonstrate all the core standards.

In addition the following Post Threshold standards:

* Contribute significantly, where appropriate, 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, including those related to public examinations and qualifications.
* Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners’ needs.
* 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 adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learning 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.
* Work towards delivering the Excellent Teacher Standards.

UPS 3 staff will demonstrate these Post Threshold Standards to drive school improvement at a sustained and significant level.

**Leadership and Management**

As determined by the Leadership Team and Director of Faculty.