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| Blue_logo copy | **Beaumont Leys School*****“Together We Achieve Success”*** |
| Job Description: **Upper Pay Scale** **Teacher**  |
| **Requirements for post of Upper Pay Scale Teacher**  |
| **PREAMBLE** | Teachers make the education of their students their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge and up-to-date teaching skills and are reflective; forge positive professional relationships; and work with parents in the best interests of their students.It is expected that teachers fulfil their Job Description in line with their pay scale, for example post threshold teachers will make a significant and sustained contribution to the school beyond their own classroom. |
| **TEACHING** **A teachers must:** | **Set high expectations which inspire, motivate and challenge students** * Establish a safe and stimulating environment for students, rooted in mutual respect
* Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
* Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

**Promote good progress and outcomes by students*** Be accountable for students’ attainment, progress and outcomes
* Be aware of students’ capabilities and their prior knowledge, and plan teaching to build on these
* Guide students to reflect on the progress they have made and their emerging needs
* Demonstrate knowledge and understanding of how students learn and how this impacts on teaching
* Encourage students to take a responsible and conscientious attitude to their own work and study

**Demonstrate good subject and curriculum knowledge*** Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students’ interest in the subject, and address misunderstandings
* Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher’s specialist subject
* If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
* If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

**Plan and teach well structured lessons*** Impart knowledge and develop understanding through effective use of lesson time
* Promote a love of learning and children’s intellectual curiosity
* Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
* Reflect systematically on the effectiveness of lessons and approaches to teaching
* Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

**Adapt teaching to respond to the strengths and needs of all students*** Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
* Have a secure understanding of how a range of factors can inhibit students’ ability to learn, and how best to overcome these
* Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students’ education at different stages of development
* Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

**Make accurate and productive use of assessment*** Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
* Make use of formative and summative assessment to secure students’ progress
* Use relevant data to monitor progress, set targets, and plan subsequent lessons
* Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback
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|  | **Manage behaviour effectively to ensure a good and safe learning environment*** Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school’s behaviour policy
* Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
* Manage classes effectively, using approaches which are appropriate to students’ needs in order to involve and motivate them
* Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

**Fulfil wider professional responsibilities*** Make a positive contribution to the wider life and ethos of the school
* Develop effective professional relationships with colleagues, knowing how and when to draw on advise and specialist support
* Deploy support staff effectively
* Take responsibility for improving teaching through appropriate professional development, responding to advise and feedback from colleagues
* Communicate effectively with parents with regard to students’ achievements and well-being
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| **Additional Responsibilities for teachers on UPS:** | All teachers on UPS 1, 2 or 3 are expected to meet the Post-Threshold standards in the ‘Professional Standards for Teachers’ document (P1 to 5 listed below) in addition to those requirements for Mainscale teaching posts.Post-Threshold teachers are required to demonstrate substantial and sustained achievements and contributions to the school. In addition, those teachers aspiring to progress from UPS2 to UPS3 or who hold a UPS3 post should demonstrate qualities that reflect the following guidance:‘UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of student standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve student learning’. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Members of staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.This job description may be amended at any time following discussion between the Headteacher and member of staff. |
| P1  | Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation. |
| P2 | Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalize learning to provide opportunities for all learners to achieve their potential. |
| P3 | 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. |
| P4 | Have up to date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners’ needs. |
| P5 | Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses with them. |
| **PERSONAL AND PROFESSIONAL CONDUCT** | 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 students 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 students’ 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 students’ vulnerability or might lead them to break the law
* Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities
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| **This job description has been reviewed and amended and will be reviewed yearly.**  |
| Staff Signature: Date: Line Manager Signature: Date:  |
| * Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
* The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
* 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 the job commensurate with the grade and the job title.
* These duties may be varied or added to in order to meet the changing demands of the school at the reasonable discretion of the Business Manager or Headteacher.
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| Health and Safety  | It is an Employee’s responsibility to take reasonable care of themselves and others, and anybody affected by their undertaking, including any act(s) or omissions.  |
| Signed by member of staff  |  | Date: |
| Signed by Business Manager  |  | Date: |