

Executive Principal
Keith Bennett

Primary Teacher Job Description

School Purpose

The purpose of Marland School is to meet the educational and holistic needs of children and young people who have identified Social, Emotional and/or Mental Health / Behavioural (SEMH) needs.

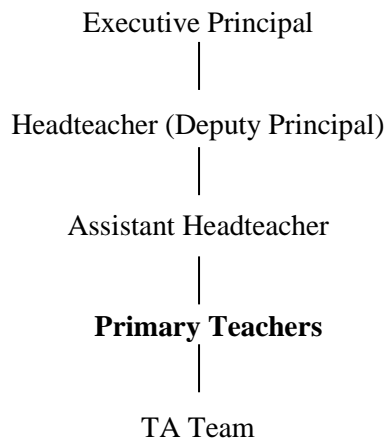
Job Title: Primary Teacher (MPS/UPS + SEN 1 / 2) dependent upon experience

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal or Head of Teaching and Learning.

Job Purpose

To be a highly effective primary phase teacher and class tutor who supports and challenges all pupils to achieve their full potential.

Organisation Chart



Accountabilities:

1. To maintain a thorough and up to date knowledge of phase appropriate teaching and take account of wider curriculum developments which are relevant to your work.
2. To plan lessons/activities/tutorials and sequences of lessons to meet pupils' individual learning needs.
3. To use a range of appropriate strategies and follow school policies for teaching, behaviour and classroom management
4. To do all that you can to ensure that you safeguard and promote the welfare of pupils in the School
5. To set well-grounded consistent expectations for pupils in your teaching and tutorial groups using information about prior attainment
6. To assess, monitor and record the progress of pupils in your class group and give them clear and constructive feedback.

7. To do all you can to ensure that, as a result of your teaching (and tutoring), your pupils achieve well relative to their prior attainment, where appropriate making progress as good as or better than similar pupils in the School and nationally.
8. To take responsibility for your own professional development and use the outcomes to improve your teaching (and tutoring) and your students' learning and rates of progression.
9. To make an active contribution to the policies, aspirations and plans of your subject area/s, your curriculum team and of the School.

In addition, the Primary Teacher

- must also be:
 - a good manager of pupils, systems and resources
 - optimistic, constructive & proactive
 - able to show initiative and work as a positive member of a whole staff team
 - adaptable and willing to accept guidance
 - an effective & confident communicator with good interpersonal skills.
 - able to demonstrate and promote good practice in line with the ethos of Marland School
 - able to teach, motivate, manage and inspire SEMH pupils who may be extremely disaffected
 - able to build effective relationships with colleagues at all levels
 - solution focused and forward thinking
 - prepared to teach a range of subject/s as required
 - physically healthy with a good attendance record
 - mentally healthy and able to undertake the extreme stresses associated with this role
 - willing to participate in other development and training opportunities as required
 - able to undertake 'PIP's training and operate in accordance with Marland Policy
 - undertake any other reasonable duties as directed by your Headteacher or the Executive Principal.
- should possess:
 - good contextual judgement, common sense and realism
 - good pupil leadership & management skills
 - a good sense of humour
- have experience of:
 - successful teaching of a range of primary phase subjects to children in a school based setting
 - using ICT to support learning and for administration purposes

Specific duties to include

Teach the current Primary National Curriculum across the whole school to achieve their full potential.

Upper Pay Scale

In addition, teachers on the Upper Pay Spine will be expected to:

UPS1:

The teacher will make a significant contribution to the school based on threshold criteria.

UPS2:

The teacher will make a sustained and substantial contribution to the School based on threshold criteria.

UPS3:

The teacher will play a critical role in the life of the School. They will provide a role model for teaching and learning, make a distinctive contribution to the raising of students' standards and contribute effectively to the work of the wider team. They will take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students' learning.

Performance Management / Appraisal

Your annual performance review is based on this overall job description and with particular emphasis on your individual annual targets. These are set in discussion with your line manager and grouped under the headings:

- Developing & improving own professional practice
- Pupil Progress.

Marland School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. An enhanced DBS disclosure is required for this post.