**Job Description**

**Teacher**

# The post is subject to the following terms and conditions:

You are required to carry out the duties of a school teacher as set out in Wellington College International Tianjin Pay Policy (a copy is available from the Master upon request).

The other terms and conditions set out in the various national collective agreements in force from time to time

The other conditions set out in the job description and any others set out in your letter of appointment.

The post requires you:

* To be able to teach pupils in the age range 4-11 years –the applicants we are presently looking for is for KS2, however may been moved to different year groups for professional development.
* To ensure that due regard is given to equal opportunity issues in line with school policy.

**Professional Attributes**

* Have high expectations of children and a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.
* Demonstrate the positive values, attributes and behaviour you expect from children.
* Be aware of the professional duties of teachers and the statutory framework within which they work.
* Be aware of the policies and practices of WCIT and share collective responsibility for their implementation.
* Communicate effectively with children, young people, colleagues, parents and careers.
* Recognise and respect that the colleagues, parents and careers can make to the development and well-being of children and young people and to raising their levels of attainment.
* Have a commitment to collaboration and cooperative working with colleagues.
* Reflect on and improve their practice, and take responsibility for identifying and meeting their professional development needs.
* Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.
* Act upon advice and feedback and be open to coaching and mentoring.

**Professional Knowledge and Understanding**

* Have a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning and provide opportunities for all learners to achieve their potential.
* Know the assessment requirements and arrangements for the subjects/curriculum areas they are trained to teach, including those relating to public examinations and qualifications
* Be informed of a range of approaches to assessment, including the importance of formative assessment.
* To follow assessment guidance set out in the whole school assessment policy.
* Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.
* Have a secure knowledge and understanding of curriculum areas to enable you to teach effectively across the age and ability range for which you are trained to teach.
* Know and understand the relevant statutory and non-statutory curricula frameworks, including those provided through the National Strategies, for your curriculum areas (all taught areas), and other relevant initiatives across the age and ability range for which you are trained to teach.
* Know how to use skills in literacy, Numeracy and ICT to support your teaching and wider professional activities e.g. planning and assessment.
* Understand how children develop and that the progress and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
* Know how to make effective personalised provision for the children you teach including those for who English is an additional language, and how to take practical account of diversity and promote equality and inclusion in your teaching.
* Know and understand the roles of colleagues with specific responsibilities, including those with responsibilities for learners with SEN and disabilities and other individual learning needs.
* Be aware of current legal requirements and policy concerning the well being of children.
* Know how to identify and support children whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

**Professional Skills**

* Assess the learning of those you teach and set challenging learning objectives.
* Plan and teach lessons and sequences of lessons that are well organised, demonstrating secure subject knowledge relevant to curricula across the age and ability range for which you are trained.
* Use a range of teaching strategies and resources including e-learning, taking practical account of diversity and promoting equality and inclusion.
* Provide opportunities for learners to develop their literacy, Numeracy and ICT skills
* Provide homework to sustain learner’s progress and consolidate their learning.
* Make effective use of a range of assessment, monitoring and recording strategies.
* Provide daily, accurate and constructive feed back on learner’s attainment, progress and areas for development.
* Support and guide learners to reflect on their learning, identify progress they have made and identify their emerging learning needs.
* Establish a purposeful and safe learning environment conductive to learning and identify opportunities for learners to learn in and out of school contexts.
* Establish a clear framework for classroom discipline to manage learners’ behaviour constructively and promote their self-control and independence.
* Work as a team member and identify opportunities for working with colleagues, sharing the development of effective practice with them.
* Ensure colleagues (e.g. Teaching Assistants) working with you, are appropriately involved in supporting learning and understand the roles they are expected to fulfill.
* Advising and co-operating with staff on the preparation and delivery of courses of study, teaching materials and programmes, methods of teaching and assessments and pastoral arrangements.
* Participating in arrangements for further training and professional development, including undertaking personal training and professional development identified through performance management.
* Safeguarding children’s H&S in school and on authorised school activities elsewhere.
* Other responsible duties as directed by the Head of Juniors.

**Additional Areas of Responsibility**

* To be agreed after appointment

**Responsibility to and for**

* Responsible to the Head of Juniors
* Responsible for the supervision of persons providing support in the classroom

**Review and Amendment**

This job description will be reviewed as part of the Appraisal cycle. It may be amended at the request of the Master but only after full consultation with the teacher. It will be signed if agreement is reached.