Walkwood
Church of England Middle School

Job description: Teacher of Humanities with SSE

Post title:	Teacher
Salary and Grade:	MPS in line with the current *School Teachers' Pay and Conditions Document*
Responsible to:	The Principal, head of department, college leader and the Governing Body
Responsible for:	The deployment and supervision of the Teaching Assistant

Main Purpose of the Job:

- To establish and maintain high standards in relation to all aspects of the Teachers' Standards
- Demonstrating effective practice and to evaluate the impact of their teaching on pupils' achievement
- Upholding and implementing workplace policies
- Contributing to school development
- Fulfilling the pastoral arrangements for pupils
- Making a contribution to the wider aspects of school life

Main Responsibilities:

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

- Work as part of the teaching team, sharing good practice and maintaining standards
- In tutorial work, to establish and maintain routines, including participation in collective worship
- In setting targets, take account of the level of challenge for pupils across the cohort of all backgrounds, abilities and dispositions
- Actively support the Christian ethos of the school in relationships with children, colleagues and parents, both in class and around the school

2. Promote good progress and outcomes by pupils

- Demonstrate secure understanding of the needs of children of all backgrounds, abilities and dispositions so that the majority of pupils make good progress
- Use data effectively, evaluating progress and attainment and in meeting 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
- Monitor the progress and well-being of individual students and of the form tutor group as a whole
- Engage with colleagues in review and evaluation of pupils' progress and attainment
- Actively promote parental involvement and initiate opportunities to involve them
- Provide quality, accurate, professional reports for parents

3. Demonstrate good subject and curriculum knowledge

- Demonstrate knowledge and expertise across the assigned subjects through coherent planning and lively, inspirational teaching
- Develop expert knowledge by working collaboratively
- Review, with others when appropriate, the delivery of the curriculum to the pupils
- Take responsibility for own CPD, keeping abreast of changes/developments
- Provide professional reports (verbal or written) to parents, indicating progress, attainment and targets for improvement

4. Plan and teach well-structured lessons

- Teach lessons that meet the school's defined expectations of good or better
- Through effective planning and provision, demonstrate understanding of different styles of learning and how these are accommodated
- Demonstrate ability to reflect and evaluate teaching and the impact on learning, pupils' attitudes and behaviour
- Be systematic in evaluating learning within and across a sequence of lessons
- Actively engage parents in their children's learning
- Facilitate children's and parents' views on learning
- Evidence opportunities for out-of-hours learning and additional contribution through after school clubs or other activities
- Work effectively as part of a team, ensuring consistency
- Take a role in collaborative planning
- Recognise own accountability for curriculum provision within assigned classes and the quality of learning
- Demonstrate how teaching has been adapted to accommodate the needs of groups and individual

5. Make accurate and productive use of assessment

- Make effective use of assessment, both formative and summative, and in using outcomes to support accurate target setting and continuous progress and high attainment
- Use school data effectively to track progress and set targets
- Show competency in marking and providing feedback to pupils
- Establish strategies to encourage children to respond to feedback
- Engage fully in moderation activities as required

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

- Be competent in managing an effective learning environment so that all pupils are actively engaged in learning, and poor behaviour never disrupts learning
- Recognise responsibility and accountability for maintaining high standards of behaviour beyond the classroom
- Keep parents well informed and work effectively with them to bring about improvement where necessary
- Inspire pupils' respect and form positive relationships

7. Fulfil wider professional responsibilities

- Be proactive in supporting the Christian ethos of the school
- Be positive and encouraging during times of change
- Show full cooperation and support for colleagues managing development or 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, providing professional support and guidance in respect to all aspects of school life
- Write accurate, professional end of year reports
- 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
- Fully engage in reflection, self-evaluation and appraisal, recognising the need to base conclusions on robust evidence
- 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 support for PSA activities by attending events
- Be willing to support a club or activity
- Carry out such duties as are reasonably assigned by the Principal.

Working time

A full-time teacher shall be available for work for 195 days in any given year of which 190 days shall be days on which she/he may be required to teach pupils, in addition to carry out other duties.

Subject to this, a full-time teacher shall be available to perform such duties at such times and such places as may be specified by the head teacher for 1,265 hours in any academic year excluding time spent in traveling to or from the place of work.

A teacher will have duties assigned as part of directed time. A teacher shall not be required under his/her contract as a teacher to undertake midday supervision and shall be allowed a break of reasonable length for lunch.

A teacher shall, in addition work such additional hours as may be needed to be enable her/him to

discharge effectively her/his professional duties, including marking of pupils' work, writing reports on pupils and the preparation of lessons, teaching materials and teaching programmes. The amount of time for this purpose beyond their 1,265 hours shall not be determined by the employer but shall depend upon the work needed to discharge the teacher's functions.

The teacher will be entitled to 10 per cent PPA time.

Code of Conduct

The School expects all staff to ensure that their standards of conduct are, at all times, compliant with the Walkwood Church of England Middle School Code of Conduct for Employees.