



# NORTHSIDE

## Primary School

### JOB DESCRIPTION Main Scale Teacher

#### **Purpose of Job**

To be a leader of learning who has high expectations of every child. To provide an education which ensures that the children are *Happy to Learn and Inspired to Flourish* and are **respectful, inclusive, creative** members of their community who are **proud** of their achievements and **resilient** to **challenge**.

#### **Key accountabilities/duties/responsibilities**

All Teachers are required to carry out the duties of a school teacher as set out in the current 'School Teachers' Pay and Conditions Document' and all Teachers job descriptions are linked to the DfE Teachers' Standards 2012 (updated Dec 21).

The post holder is responsible to their line manager and to the Headteacher for his/her duties, responsibilities and teaching tasks.

#### **Set high expectations which inspire, motivate and challenge pupils**

- Set goals that stretch and **challenge** pupils.
- Give pupils regular feedback and develop their learning behaviours so that they develop **resilience** and are *Inspired to Flourish*.
- Establish a positive environment so that the pupils are *Happy to Learn*.

#### **Promote good progress and outcomes for pupils**

- Be responsible for safeguarding the health and wellbeing of the pupils, actively promote the development of personal/social skills as well as provide emotional support of each pupil in the class.
- Have a thorough knowledge of all the abilities and needs of pupils in the class and implement adaptive teaching which builds on these.
- Demonstrate knowledge and understanding of how pupils learn.
- Develop the pupil's **resilience** so they are willing to **challenge** themselves.

#### **Demonstrate good subject and curriculum knowledge**

- Attend relevant INSET/CPD opportunities and keep up-to-date with current educational thinking and practice.
- Adapt the curriculum to be **inclusive** and **creative** to ensure that pupils of all abilities are able to access it.
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy including the correct use of spoken English at all times.

#### **Plan and teach well-structured lessons**

- Plan for, organise and maintain a stimulating classroom learning environment appropriate to the needs, age and level of development of the pupils, which facilitates learning.
- Develop short, medium and long term planning which builds progressively on the skills and knowledge the pupils require.
- Demonstrate a clear understanding of appropriate teaching strategies so all pupils are *Inspired to Flourish*.

### ***Adapt teaching to respond to the strengths and needs of all pupils***

- Plan appropriately to meet the need of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; through adaptive teaching.
- Identify the needs of individuals and groups within the class, taking note of individual education plans and liaising with the Inclusion Leader as required.
- Be aware of pupils' capabilities and prior knowledge. Plan teaching to build on these, demonstrating knowledge and understanding of how pupils learn and implementing strategies to close gaps in learning.

### ***Make accurate and productive use of assessment***

- Plan for future learning through the use of an appropriate range of observation, assessment, monitoring and recording strategies to ensure that all pupils are **challenged** and reach their full potential.
- Use formative and summative assessment opportunities to maximise pupils' progress.
- Use relevant data to monitor progress, set targets, set homework and plan subsequent lessons.

### ***Manage behaviour effectively to ensure a good and safe learning environment***

- Implement whole school strategies to support behaviour for learning.
- Use positive reinforcement and language to ensure mutual **respect**.
- Be a positive role model and consistently demonstrate the positive attitudes, the Northside values and behaviour which are expected of pupils.
- Promote and safeguard the welfare of all pupils within the school, raising any concerns in accordance with the school's protocols and procedures.
- Carry out supervision duties as directed.

### ***Fulfil wider professional responsibilities***

- Engage in and maintain a dialogue with parents/carers, therapists and other professionals about the teaching/learning of pupils.
- Report to parents/carers on the development, progress and attainment of pupils.
- Facilitate the work of support staff to enhance pupils' progress.
- Support the development of students or trainee teachers on placement.
- Participate in and support the performance management policy.
- Take opportunities to develop professionally and share good practice to develop consistently high standards of teaching and learning.
- Attend and actively participate in meetings.
- Liaise effectively with governors as necessary.
- Support the school extra-curricular activities.
- Make a positive contribution to the wider life and ethos of the school.
- Be a **proud** member of the Northside community.

### ***Flexibility***

The jobholder may be required to carry out other reasonable duties commensurate with the grade, as requested by line manager. This job description is not exhaustive and may change as the post develops. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.

### ***The School's Commitment to Equality***

To deliver the school's commitment to equality of opportunity in the provision of its services, all staff are expected to promote equality in the work place and in the services the school delivers.

# Class Teacher Person Specification

Essential	Desirable
<b>Education, Qualifications and Experience</b>	
<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree</li> </ul>	<ul style="list-style-type: none"> <li>• Proven ability as an excellent teacher</li> <li>• Evidence of continuous professional development</li> <li>• NPQML</li> <li>• Being a subject leader or ambition to become a middle leader</li> <li>• Experience of working in a multi-cultural community</li> </ul>
<b>Knowledge and skills</b>	
<ul style="list-style-type: none"> <li>• Plan and teach high quality lessons using the National Curriculum</li> <li>• Demonstrate strategies and methodologies for quality first teaching</li> <li>• Understand inclusion and strategies for engaging all learners</li> <li>• Ability to use a positive approach to promote learning and excellent behaviour for learning</li> <li>• Ability to work well with a range of audiences, including parents/carers and other professionals</li> <li>• Ability to write reports, keep accurate records and communicate effectively</li> <li>• Assess pupil progress and use this to inform future planning</li> <li>• Confident and competent use of ICT</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the local community</li> <li>• Specific expertise and enthusiasm for planning and teaching a creative, cross-curricular approach</li> <li>• Experience of using Teams and Outlook.</li> </ul>
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>• Be passionate about education and making a difference to children's lives</li> <li>• Demonstrates enthusiasm, empathy and resilience</li> <li>• Open-minded, self-evaluative and adaptable to change and new ideas</li> <li>• Proven ability to prioritise workloads</li> <li>• Work collaboratively as a team member</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and their families</li> <li>• Excellent communication and organisational skills (including written and oral skills)</li> <li>• Show a commitment to good attendance and excellent punctuality</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of humour</li> <li>• A can do attitude</li> </ul>

Essential	Desirable
<b>Commitment</b>	
<ul style="list-style-type: none"><li>• To the values and ethos of Northside Primary School</li><li>• To maintaining confidentiality at all times</li><li>• To safeguarding and promoting the welfare of children.</li><li>• To equality for all</li><li>• To further professional self-development</li><li>• To the wider life of the school</li></ul>	