

## St Mary's C of E Primary School: Job Description (Teacher)

Name: .....

Current Pay Point: .....

This job description is based upon two parts: **lead** responsibilities and **supplementary** responsibilities.

The former uses the main bullet points from the current set of Teacher Standards, the latter uses the main points from the school's operational guidance in relation to 'Career Stage Expectations' in its appraisal policy, both of which are available to all staff in electronic form.

### Lead Responsibilities:

#### A) Teaching

- 1) Set high expectations which inspire, motivate and challenge pupils.
- 2) Promote good progress and outcomes by pupils.
- 3) Demonstrate good subject and curriculum knowledge.
- 4) Plan and teach well structured lessons.
- 5) Adapt teaching to respond to the strengths and needs of all pupils.
- 6) Make accurate and productive use of assessment.
- 7) Manage behaviour effectively to ensure a good and safe learning environment.
- 8) Fulfil wider professional responsibilities.

#### B) 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 pupils 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 pupils' 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 pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

### Supplementary Responsibilities

#### A) Career Stage Expectations (The element applicable to the current pay point is highlighted)

- M1/M2:** Enjoys positive working relationships with pupils, colleagues and parents.  
Able, with support, to identify key professional developmental needs and respond to advice and feedback.
- M3/M4:** Working relationships are securely focussed on improving provision for pupils.  
Takes a proactive role in accessing relevant support and professional development from colleagues.
- M5/M6:** Professional relationships with pupils, colleagues and staff lead to excellent class provision.  
Fully competent practitioner able to keep up-to-date with changes and adapt practice accordingly.

- UPS1/2:** Plays proactive role in building key stage or departmental teams to improve provision and outcomes.  
Plays a proactive role in leading the professional development of key stage or departmental colleagues.
- UPS 3:** Plays proactive role in building school-wide teams to improve provision and outcomes.  
Plays a proactive role in leading the professional development of colleagues across the school.

**B) Working with Colleagues**

**Area of focus: .....(Subject)**

To develop a specific subject or aspect that forms part of the school's provision.

To be a member of a phase team and to contribute to the development of initiatives in the role of a teacher.

**School Teachers' Pay and Conditions Document**

The school and the teacher are committed to following the statutory provisions in the School Teacher's Pay and Conditions Document 2019 and any subsequent changes in the document which have statutory force.

**Signed..... (Teacher)**

**Signed..... (Headteacher)**