

## Teacher (MPS) Job Description

**Pay grade:** Main Pay Scale

**Responsible to:** Deputy Headteacher / Assistant Headteacher for Key Stage

### Section A: Main Pay Scale Teacher: Teaching Standards

Set high expectations which inspire, motivate and challenge pupils	<ul style="list-style-type: none"> <li>▪ establish a safe and stimulating environment for pupils, rooted in mutual respect</li> <li>▪ set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions</li> <li>▪ demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.</li> </ul>
Promote good progress and outcomes by pupils	<ul style="list-style-type: none"> <li>▪ be accountable for pupils' attainment, progress and outcomes be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these</li> <li>▪ guide pupils to reflect on the progress they have made and their emerging needs</li> <li>▪ demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching</li> <li>▪ encourage pupils to take a responsible and conscientious attitude to their own work and study.</li> </ul>
Plan and teach well structured lessons	<ul style="list-style-type: none"> <li>▪ have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings</li> <li>▪ demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship</li> <li>▪ demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject</li> <li>▪ if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics</li> <li>▪ if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.</li> </ul>
Adapt teaching to respond to the strengths and needs of all pupils	<ul style="list-style-type: none"> <li>▪ know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively</li> <li>▪ have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these</li> <li>▪ demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development</li> <li>▪ have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.</li> </ul>
Make accurate and productive use of assessment	<ul style="list-style-type: none"> <li>▪ know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements</li> <li>▪ make use of formative and summative assessment to secure pupils' progress</li> <li>▪ use relevant data to monitor progress, set targets, and plan subsequent lessons</li> <li>▪ give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback</li> </ul>
Manage behaviour effectively to ensure a good and safe learning environment	<ul style="list-style-type: none"> <li>• have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy</li> <li>• have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly</li> </ul>

	<ul style="list-style-type: none"> <li>• manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them</li> <li>• maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.</li> </ul>
Fulfil wider professional responsibilities	<ul style="list-style-type: none"> <li>▪ make a positive contribution to the wider life and ethos of the school</li> <li>▪ develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support</li> <li>▪ deploy support staff effectively</li> <li>▪ take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues</li> <li>▪ communicate effectively with parents with regard to pupils' achievements and well-being.</li> </ul>

## Leadership Structure 2024-2025

<b>Head Teacher</b>					
<b>Senior Leadership Team</b>					
<b>Deputy Head – Curriculum</b>		<b>Deputy Head – Pastoral</b>		<b>SENDCo</b>	
<b>Assistant Head EYFS &amp; Key Stage 1 and Phonics</b>			<b>Assistant Head Key Stage 2</b>		
<b>Middle Leadership Team</b>					
<b>Reading</b>		<b>Writing (Maternity)</b>		<b>Mathematics and Computing</b>	
<b>Science</b>	<b>Creative Design</b>	<b>French</b>	<b>PE</b>	<b>Humanities</b>	<b>SMSC</b>
<b>Teaching Staff</b>					
<b>Teachers (UPS &amp; MPS)</b>					

This Job Description indicates only the main duties and responsibilities of the post. During the course of duties, you may be asked to carry out other tasks that may be reasonably assigned to you by the Head Teacher or Deputy Head in their absence. This role will be reviewed annually as part of the Appraisal cycle.

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the DBS as part of Hertfordshire County Council's pre-employment checks. Please note that additional information referring to the Disclosure and Barring Service is in the guidance notes to the application form. If you are invited to an interview, you will receive more information.

**Holwell Primary School is an equal opportunity employer.**

I agree to the job description above

Signature:

Name:

Date: