



## SPRINGFIELD PRIMARY SCHOOL

### JOB DESCRIPTION

#### TEACHER

**Salary Grade:** ECT - M4  
**Working hours:** Annual hours of 1265 (in accordance with the STPCD)  
**Reports to:** Year Group Leader

#### **Purpose:**

To deliver high quality teaching and learning to pupils of all ages and abilities up to KS2 level, who are assigned to the post holder. To take an active part in the strategic leadership and day to day management within the department. This will include the teaching and learning, progress and attainment of students and curriculum development.

#### **Work Context:**

The school welcomes teachers of a high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all students. All teachers should be able to demonstrate competence against the relevant professional standards. It is expected that competence will be further developed as a teacher's career progresses.

Teachers in the upper pay scale can be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards.

In particular, post threshold teachers will make a sustained and substantial contribution by for example:

- providing a role model for professional practice in the school
- making a distinctive contribution compared with other teachers
- contributing effectively to the wider team.

#### **Job Duties:**

##### **1. Pupils**

- Provide a happy stimulating environment and to encourage pupils to have the confidence in their own ability and enable them to make progress at that level of ability and which stimulates learning.
- To be aware of each child's disability and be responsible for their care
- To liaise with multi-disciplinary teams to ensure all have access to information relevant to each pupil
- To enable pupils to be as independent as possible in their physical skills but also in their learning.
- Use holistic and positive behaviour strategies to increase the children's confidence and self-esteem in accordance with school policies and training.
- Ensure high standards of work and behaviour
- Ensure equality of opportunity
- Provide for the personal and social development of pupils.

## **2. Curriculum**

- Teaching, assessing and recording on pupils' progress
- To plan, organise and maintain a stimulating learning environment
- Determining individual learning programmes for each child
- Ensuring appropriately differentiated curriculum for each child
- Ensuring progression and continuity for each child
- Developing medium term plans to be shared with your support staff
- Joining in with peer mentoring to improve the delivery of the curriculum
- Contribute to curriculum overviews and long-term planning to ensure that the curriculum is relevant, up to date, inspiring, broad and balanced and meets the needs of pupils in our school.
- Develop close links with therapists and the school nurse to support pupils' learning, physical well-being, development, communication and access to the curriculum.
- To provide leadership in the development and management of a curriculum area and liaise with teachers and hold responsibility for resources.
- To carry out other such associated duties as are reasonably assigned by the Headteacher.

## **3. Performance Management**

- Participate in arrangements made in accordance with regulation for the appraisal of your own performance.
- Contribute to the performance of your support team.

## **4. Professional Development**

- Be reflective and review from time to time your teaching practice and programmes of learning
- Attend and participate in staff meetings and INSET days
- Be prepared to lead staff meetings where relevant to your role in school and leadership responsibilities
- Participate in further training and professional development as a teacher including undertaking training and professional development which aims to meet your objectives in your performance management.
- To maintain an up-to-date knowledge of curriculum and relevant SEN issues through INSET, wider professional development and research.

## **5. Safeguarding and Well-being**

- To be responsible for safeguarding the health and well-being of the pupils, actively promote the development of personal and social skills and provide emotional support in a way that accords with the pupils' age and level of development within the stated aims of the school.
- To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures and the school's safeguarding policy

## **6. Resources**

- To make full use of the resources in school
- To develop new resources if necessary for curriculum delivery

## **7. Other responsibilities**

- Maintain good relationships with parents/carers and ensure learning targets are shared between home and school.
- Contribute to assessments, collate annual reviews and write reports as necessary.
- Establish links with other schools as appropriate.

- Contribute to and implement the school development plan and school's self-review
- Promote the values and aims of the school
- Maintain professional behaviour at all times, acting as a good role model, including punctuality and attendance
- Follow all school policies, guidelines and procedures
- Attend all required meetings
- Maintain good order among pupils and safeguard their health and safety.
- Fulfil the professional standards for teachers in England.