



Job Specification –Teacher

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Part One: Teaching

There are eight standards for teaching. A teacher must:

1. Set high expectations which inspire, motivate and challenge pupils
2. Promote good progress and outcomes by pupils
3. Demonstrate excellent subject and curriculum knowledge in all areas
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. Fulfill wider professional responsibilities

Teachers must:

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils
- Carry out the duties of a class teacher in respect of pupils to include:
 - (a) the maintenance of discipline and acceptable standards of conduct and appearance of pupils;
 - (b) the establishment of a rapport with pupils to develop their social and academic potential and to be a main source of reference for their problems;
 - (c) the marking of registers, ensuring absences and lateness are accounted for and taking appropriate action where they are not;

- (d) the compilation of reports and profiles on pupils as required;
 - (e) the undertaking of any other administrative duties in respect of his/her class as required by the Headteacher;
 - (f) the setting and marking of homework for pupils where appropriate, playing a part in assemblies, escorting the class to assemblies and attending staff meetings as required.
- To supervise and direct the work of the Learning Support Assistant appropriate to his/her class.
 - To carry out supervision of pupils as detailed by the Headteacher.
 - To participate as required in meetings with colleagues and parents in respect of the duties and responsibilities of the post.
 - To keep abreast of trends and developments in education especially those relevant to the duties and responsibilities of the post, including the improvement of learning opportunities and rates of progress of the children he/she is responsible for educating.

Part two: Professional Standards

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' wellbeing, 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
- Interacting on a professional level with colleagues and seeking to establish and maintain productive relationships with them in order to promote mutual understanding of subjects in the school curriculum with the aim of improving the quality of teaching and learning in the school

Teachers must have proper and professional regard for the ethos, policies and practices of the Milverton Community Primary School, 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.

This job description does not define in detail all the duties/responsibilities of the post: teachers are also required to undertake any other reasonable tasks as directed by their line manager and, ultimately, the Headteacher. This job description will be reviewed at least once a year and may be subject to modification or amendment after consultation and agreement with the postholder.