



Penkridge Middle School

'Through Effort and Encouragement towards Excellence'

A member of Penk Valley Academy Trust

Mission: to inspire learning

TEACHER

Pay Scale	Mainscale / UPS
Job Purpose	<p>To play a significant role under the direction of the Headteacher in delivering the aims and objectives of the school, implementing the policies through which they shall be achieved and managing resources to raise standards and monitoring progress toward their achievement.</p> <p>To be an effective teacher who demonstrates thorough knowledge of the New National Curriculum, teaches and assesses effectively and who takes responsibility for professional development whilst upholding and promoting the school's aims and values.</p>
Teaching Responsibilities	<ul style="list-style-type: none"> • Meet the professional standards for teachers at the appropriate pay level as set out in the School Teachers' Pay and Conditions Document in accordance with Teacher Standards. • Follow the most current PMS non-negotiables. • Actively embrace Visible Learning and the associated Mind Frames. • Facilitate learning which enables pupils to achieve high standards by embracing new initiatives designed to raise pupil outcomes. This includes to active use of Class Time and DEAR to raise standards in Maths, English and form positive relationships with the class. • Share and support responsibility for well being, education and discipline of all children. • Model and uphold the school's principles and policies which underpin good practice and the raising of standards. • Develop a culture of working together as part of a team which impacts positively on learning and teaching across the school. • Take an active role in the School Self Evaluation process and inform school improvement. • Model and embed high standards of behaviour through the implementation of policy and practice for others to follow. • Actively participate in achieving and promoting a healthy and safe school environment for all including implementation of safeguarding procedures and the wellbeing of staff and pupils. • Work with outside agencies and stakeholders, including other schools as appropriate. • Work with others to raise the quality of teaching and learning and to raise pupils' achievement by setting high standards of expectation.

	<ul style="list-style-type: none"> • Monitor and evaluate the effectiveness of own teaching practice on learning outcomes. • Contribute positively to staff meetings and development sessions for the benefit of all. • Create, maintain and enhance effective relations with others. • Ensure that pupils enjoy and benefit from a high quality educational experience.
Accountability	<ul style="list-style-type: none"> • Ensure the school's accountability to a wide range of groups, particularly colleagues, pupils, parents, carers, governors, Ofsted/HMI and the DfE and promote collective responsibility within the whole school community. • Work with others to develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes. • Work with the Governing Body to provide information, objective advice and support to enable the Governing Body to meet its responsibilities. • Ensure that parents know how they can support their child. • Develop and present a coherent understanding and accurate account of the school's performance to a range of audiences including Governors parents and carers. • Reflect on personal contribution to school achievement and take account of feedback. • Agree objectives and evaluate the subject pupil progress targets to make a measurable contribution to whole school targets in conjunction with the Senior Leadership team. • Monitor, evaluate and utilise systems for recording individual pupils' progress. • Analyse pupil progress data to inform development and to measure the impact of performance, including the impact of the use pupil premium funding. • Evaluate the quality of teaching and standards of achievement setting targets for improvement.
Resource management	<ul style="list-style-type: none"> • Provide effective organisation and management of school resources and seek ways to improve based on rigorous self-evaluation. • Within own area of responsibility, ensure that people and school resources are organised and managed to provide an effective, efficient and safe learning environment. • Monitor and control the use of allocated resources in budget according to the school agreed financial procedures.
Developing self and working with others	<ul style="list-style-type: none"> • Work with the senior leadership team to build a professional learning community which enables others to achieve. • Support staff in achieving high standards through effective continuing professional development.

	<ul style="list-style-type: none"> • Treat people fairly and equitably and with dignity and respect to create and maintain a positive school culture. • Promote a collaborative learning culture within the school and actively engage with others to build effective learning communities. • Acknowledge the responsibilities and celebrate the achievements of individuals and teams. • Develop and maintain a culture of high expectations of self and others. • Regularly review own practice, set personal targets and be, or seek to become, an expert teacher. • Aim to consistently improve as teachers, leaders and managers through Continuing Professional Development (CPD)
Teacher Appraisal	<ul style="list-style-type: none"> • To contribute to the process of monitoring and evaluation of teaching and learning in line with agreed procedures, including evaluation against quality standards and performance criteria. To seek and implement modification and improvements where required. • Contribute to and engage in teacher appraisal processes in accordance with school policy. • Contribute to the professional development of self and others through keeping abreast of the latest developments including, coaching and mentoring, self-evaluation and peer review.
Strengthening the Whole School Community	<ul style="list-style-type: none"> • Engage with the internal and external school community to secure equity and entitlement. • Collaborate with other schools and organisations in order to share expertise in bring positive benefits to their own and other schools. • Promote the school's values in all that you do.
Personal and Professional Conduct	<p>All teachers are expected to demonstrate consistently high standards of personal and professional conduct. Teachers uphold public trust in the professional and maintain high standards of ethics and behaviour, within and outside school by:</p> <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> - showing tolerance of and respect for the rights of others and 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. <p>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.</p>

	Teachers must have an understanding of and always act within, the statutory frameworks which set out their professional duties and responsibilities.
Safeguarding	<p>Safeguarding and promoting the welfare of children is everyone's responsibility. Staff are required to follow the statutory guidance from the Department for Education. Staff are required to read:</p> <ul style="list-style-type: none"> • Part 1 and Annexe A of 'Keeping children safe in education September 2018 (or updated versions)' • School safeguarding policies • The code of conduct <p>Staff must know the identity and understand the role of the designated safeguarding leads. In addition, in order for staff to understand and discharge their role and responsibilities as set out in 'Part one' of the guidance, staff are required to identify any additional training needs and read safeguarding bulletins they receive through the year.</p>
Upper Pay Scale Teachers	<p>Teachers on the upper pay scale are expected to make a significant and sustained impact on whole school development in line with the statutory requirements to meet threshold standards. Specifically, UPS teachers will:</p> <ul style="list-style-type: none"> • Provide a role model for professional practice in the school • Make a distinctive contribution to the strategic school's improvement plan compared with main scale teachers • Effectively contribute to the wider school
	<p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>The school will endeavor to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p> <p>This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.</p>