

## TEACHER MAIN PAY RANGE

### JOB DESCRIPTION

Alfred Lord Tennyson School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

*This school is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.*

#### Job details

**Salary:** M1-6

**Hours:** 6.75

**Contract type:** Fixed Term (July 2025)

**Reporting to:** Head Teacher

As a Main Pay Range Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the School's ethos, policies and practices, under the direction of the Headteacher.

#### Duties and responsibilities

##### 1. Teaching

- 1.1 Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the School's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.
- 1.2 Assess, monitor, record and report on the learning needs, progress and achievements of all pupils making accurate and productive use of assessment.
- 1.3 Set and mark work to be carried out by the pupil in school and elsewhere.
- 1.4 Participate in arrangements for preparing pupils for external examinations.
- 1.5 Demonstrate good subject and curriculum knowledge.
- 1.6 Demonstrate an awareness of the physical, social, and intellectual development of children and how to adapt teaching to support pupils' education at different stages of development.
- 1.7 Have a clear understanding of the needs of all pupils, including those with special education needs; those of higher ability; those with English as an additional language; those with disabilities; and to be able to use and evaluate distinctive teaching approaches to engage and support them.

##### 2 Whole school organisation, strategy and development

- 2.1 Contribute to the development, implementation and evaluation of the School's policies, practices and procedures in such a way as to support the School's values and vision.
- 2.2 Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- 2.3 Supervise and so far, as practicable teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

##### 3 Health, safety and discipline

- 3.1 Promote the safety and well-being of pupils in accordance with the School's Child Protection and other relevant policies.
- 3.2 Maintain good order and discipline among pupils in accordance with the School behaviour policy.
- 3.3 Create a safe learning environment.

#### **4 Management of staff and resources**

- 4.1 Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- 4.2 Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- 4.3 Deploy resources delegated to you in accordance with School policies.

#### **5 Professional development**

- 5.1 Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- 5.2 Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

#### **6 Communication**

- 6.1 Communicate effectively with pupils, parents and carers in accordance with the School ethos, policies and practice.

#### **7 Working with colleagues and other relevant professionals**

- 7.1 Collaborate and work with colleagues and other relevant professionals within and beyond the School.
- 7.2 Develop effective professional relationships with colleagues.
- 7.3 Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the School, which require the exercise of your professional skills and judgment.

#### **8 Personal and professional conduct**

- 8.1 Treating pupils with dignity, building relationships rooted in mutual respect, at all times observing proper boundaries appropriate to a teacher's professional position.
- 8.2 Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- 8.3 Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- 8.4 Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

#### **9 Fulfil wider professional responsibilities**

- 9.1 Make a positive contribution to the wider life and ethos of the School.
- 9.2 The teacher will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.

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*This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay Range Teacher which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the School's plans for improving the School's educational provision and performance and improving the educational opportunities of pupils at that School.*

*This job description may be amended at any time in consultation with the postholder. Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.*