



Job Description

Main Scale Teacher

The purpose of the Job Description and Person Specification is to provide information about the role and the skills a successful candidate must have.

Job Title:	Main /Upper Scale Teacher
Reporting to:	Head of Department
Grade:	M1-U3
Purpose of the post:	To provide high quality teaching and learning, to raise standards of attainment and to ensure the progress, achievement and enjoyment of all pupils.

Main Duties & Responsibilities

- Fulfill the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meet the expectations set out in the [Teachers' Standards](#)
- Take specific responsibility and accountability for the day-to-day management and organisation of their key subject

Teaching & Learning

- To promote the Catholic ethos of the school
 - To promote the school vision
 - To support relevant aspects of the School Improvement Plan
 - To support school policies with a commitment to high standards, high expectations and high achievement for all pupils
 - To support a climate which encourages all pupils to achieve highly in your subject
 - To be aware of current educational developments and the conclusions of educational research that may be relevant to practices and policies within the school
 - To take advantage of relevant opportunities for professional development to ensure professional growth
 - To play a full part in the Performance Management cycle
 - To play a full part in departmental and whole school monitoring and evaluation
 - To take an active part in corporate responsibilities i.e. duties, ensuring pupils' adherence to school rules and to be proactive around the building
 - To be punctual for school and lessons responding immediately to bells
 - To be ready for lessons meeting pupils at the door to ensure an orderly changeover between lessons and a purposeful start to the lesson
 - To dismiss pupils in an orderly fashion from the room
 - To be committed to achieving excellent attendance
 - To plan and teach high quality lessons at all times in line with the subject schemes of work and assessment plans.
 - To mark and assess all aspects of the pupils' work in accordance with the departmental and school assessment policy
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- To keep an up to date planner and markbook in accordance with school guidelines
- To produce high quality reports and profiles as required
- To contribute to the production of departmental documentation including schemes of work, resources, examinations, tests etc
- To help with the smooth running of the department by undertaking tasks as requested and directed by the Head of Department
- To promote good presentation of work by regularly enforcing the school guidelines
- To ensure an appropriate level of pupil behaviour at all times through behaviour for learning strategies so that a learning environment is clearly established in the classroom and to follow the schools behaviour policy as needed
- To have high expectations of the pupils at all times in relation to all aspects of school life
- To be a form tutor or an active member of a year team
- To have a commitment to working actively and collaboratively with colleagues to promote the effectiveness of both departmental and pastoral structures
- To attend staff, departmental, year team meetings and CPD
- To attend parents' evenings
- Be a role model to the pupils by living out the standards that we would wish to impart and expect
- To foster the social, moral and spiritual development of the pupils through example and guidance
- Be sensitive to the needs, morale and particular circumstances of the pupils providing a sense of direction, reassurance and support for the pupils
- Promote a climate of encouragement and praise and actively support the school's rewards system
- Help build the self esteem of the pupils by providing opportunities for all to make a positive contribution
- Provide a safe and secure learning environment by applying fair and consistent standards of discipline
- Encourage pupils to have respect for their immediate environment
- Provide a stimulating and differentiated learning environment to meet the needs of all pupils
- Implement whole school SEND support strategies
- Be fully aware and supportive of all established routines, policies and practices
- To carry out his/her responsibilities at all times with due regard to The school's policy, organisation and arrangements for Health & Safety at Work
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with

Additional areas of responsibility for the upper pay range (UPR)

- Contribute significantly to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's Catholic ethos and vision.
- Have extensive knowledge of their subjects/curriculum areas, related pedagogy and assessment
- Be an outstanding classroom practitioner
- Make a distinctive contribution to the raising of pupil standards
- Put strategies in place to secure target grades for all pupils at KS4 & KS5
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning
- Lead on teaching and learning, pedagogy and curriculum initiatives in a subject or year group
- Provide pastoral care as required and being aware of mental health and wellbeing needs
- Provide advice, coaching and mentoring to other teachers in order to help them develop and meet the relevant standards

Conditions of Service:

Governed by the School Teachers Pay and Conditions of Service 2008 supplemented by local conditions as agreed by the governors

Special Conditions of Service

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview. Also as this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

St. Aloysius' College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equal Opportunities

The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.



PERSONAL SPECIFICATION MAINSCALE /UPPER TEACHER

Qualifications	Essential	Desirable
Qualified teacher status QTS	✓	
Honours degree or equivalent	✓	
Personal		
A desire and determination to make a significant contribution to the school as a whole	✓	
Must be able to manage own work load effectively and respond swiftly to tight deadlines	✓	
Willingness to share expertise, skills , knowledge and ability to inspire others as a positive role model	✓	
Drive, energy, resilience and a sense of humour	✓	
High expectations of self and of others	✓	
Passionate about their subject	✓	
Excellent punctuality and attendance	✓	
Ability to work under pressure and to deadlines	✓	
Demonstrate good judgement	✓	
Display an awareness, understanding and commitment to the protection and safeguarding of children and young people.	✓	
Ability to produce required outcomes with minimal supervision		✓
Involvement in networking and sharing of best practice.		✓
Personal values that are consistent with the ethos of a Catholic School	✓	
The ambition to develop each child to his or her maximum potential	✓	
The desire to afford each child the dignity they require to build self esteem and so to flourish	✓	
Excellent communication skills	✓	
Interpersonal skills which demonstrate an ability to motivate students and to convey enthusiasm for teaching & learning	✓	
Have a positive and 'can do' approach when solving problems		✓
Must be able to remain calm in stressful situations and instil this calm when necessary	✓	
Experience		
Data analysis and target setting		✓
Experience of working with others to develop teaching and learning innovations		✓
Successful, recent teaching experience in a secondary school	✓	
Proven record of raising standards at all ability levels		✓
Experience of teaching subject to A level standard		✓
Professional Development		
Evidence of substantial recent professional development, including curriculum developments and pedagogy	✓	
Experience of working with other schools / organisations / agencies		✓
Knowledge Skills & Aptitude		
A sound understanding of the Ofsted framework		✓
Good ICT skills consistent with subject	✓	
Experience of using data to effect improvement		✓

Ability to plan strategically, monitor effectively and evaluate analytically		✓
Ability to employ a range of resources and teaching & learning strategies encouraging differentiated learning	✓	
