



JOB DESCRIPTION

Classroom Teacher

REPORTS TO:	Head of Faculty
PAYSCALE:	UQT1 to M6 (incl Fringe)
LOCATION	Sir Frederick Gibberd College, Harlow
TERMS:	You will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Headteacher of the school.
CONTRACT:	Maternity Cover – Fixed One Year Contract

PURPOSE OF THE JOB

- To deliver outstanding teaching and learning, supporting pupils to achieve excellent outcomes.
- To be a positive role-model, support the school vision and high expectations.
- To actively contribute to the wider school community.

Liaison with:

- The post-holder will be expected to network and liaise with the Head of Faculty, Faculty Team, Pastoral Team, SEND Faculty, School Representatives, External Agencies and all stakeholders.

Oversight of:

- Pupils' attainment, progress and outcomes in own classes.

Specific Responsibilities

- To teach across the 11 – 18 age range, including GCSE and A Level under the direction of the Head of Faculty.
- To participate in the development of appropriate schemes of work, taking specific responsibilities in some areas.
- To assess and report on pupils' attainment and progress in KS3, KS4 and KS5.
- To teach to the requirements of the National Curriculum programme.
- To carry out a share of supervisory duties.
- Communicate effectively with parents with regard to pupils' achievements and well-being.
- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have a clear understanding of the needs of all pupils, including those with special education needs, those of high ability, those with English as an additional language, those with disabilities and be able to use and evaluate distinctive teaching approaches to engage and support them.
- To impart knowledge and develop understanding through effective use of lesson time.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.

Main Expectations of the role

- Being aware of pupils' capabilities, their prior knowledge, and plan teaching to build on these.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate a clear understanding of appropriate teaching strategies.
- Demonstrate an awareness of the physical, social, emotional and intellectual development of children and know how to adapt teaching to support pupils' education at different stages of development.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.
- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Promote a love of learning and children's intellectual curiosity.
- Support strategies to promote high standards of behaviour.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.

Additional duties:

- To play a full part in the life of the School community, to support its distinctive mission and to encourage staff and pupils to follow this example.

- To develop a calm learning atmosphere by completing duties each week as required by the Headteacher.
- To support pupil progress by completing one homework club session and/or one enrichment/booster session each week as required by the Headteacher.
- Actively read and promote reading for pleasure.

Other specific duties:

- To continue personal development as agreed.
- To assist with the carrying out of risk assessments as appropriate.
- To ensure that Health and Safety policies and procedures are followed.
- To actively engage in the performance review process.
- To undertake any other duty as specified by the Headteacher not mentioned in the above.
- To comply with the School's Health and Safety Policy and undertake Risk Assessments as appropriate.
- To be aware of and work in accordance with the school's child protection policies and procedures, and to raise any concerns relating to such procedures which may be noted during the course of duty.
- To be aware of the responsibilities of all staff to protect personal data under the GDPR, work in accordance with the school's data protection policy and to ensure that any suspected data loss or theft is reported immediately, as directed

The duties above are neither exclusive nor exhaustive and the post-holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

General responsibilities common to all members of staff

All staff are responsible for the safeguarding and wellbeing of pupils and must follow BMAT guidance and policies.

BMAT Directors are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post-holder.

