

## Job Description – Teacher Main Pay Range

Birmingham Diocesan Multi-Academy Trust (BDMAT) is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion. BDMAT is a Disability Confident employer and also a member of Stonewall Diversity Programme.

Post: Class teacher  
School: St Michael's CE Primary School  
Responsible to: Headteacher

### Core Purpose

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 and BDMAT's ethos, policies and practices, under the direction of the Headteacher.

### Teaching

- 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.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Set and mark work to be carried out by the pupil in school and elsewhere.
- Participate in arrangements for preparing pupils for external examinations.

### Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the School's policies, practices and procedures in such a way as to support the School and BDMAT's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- 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).

### Health, safety and discipline

- Promote the safety and well-being of pupils in accordance with the School's Child Protection and other relevant policies.

- Maintain good order and discipline among pupils in accordance with the School behaviour policy.

### Management of staff and resources

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

### Professional development

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

### Communication

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

### Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the School, including those within other BDMAT schools and the central team.
- 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.

### Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the School.

### Compliance

- To read and follow the most recent version of Keeping Children Safe in Education (KCSIE).
- To read and follow all the school's Safeguarding policies and other relevant policies.
- To report/cooperate in all matters of safeguarding.
- To know who the Designated Safeguarding Lead (DSL) is for the school.

### Accountabilities

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Undertake such reasonable activities as the Headteacher and Governors may, from time to time, require.

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed. The work of all MATs and schools change and develop continuously which in turn, requires employees to adapt and adjust. The functions/responsibilities above should not therefore be regarded as immutable, but may change commensurate with the grading of the post. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation. Any major changes will involve discussion and consultation, which if wished, may involve a Trade Union/Professional Association representative.

### Person Specification

**Job title: Class Teacher MPR 1 – UPR**

Attributes	Essential	Desirable	How identified
Relevant experience	Class teaching experience Excellent standards of personal literacy and numeracy skills	Recent teaching experience in KS1 or KS2 Active involvement in the development of school policies	Application form References Interview
Education and training	Qualified Teacher Status Core subject training	Evidence of recent, relevant professional development	Application form. QTS + Skills evidence Certificates/ Testimonials Interview

Experience	<p>Teaching at EYFS/KS1</p> <p>Qualified teacher with experience of teaching in the primary sector</p> <p>Evidence of continuing professional development</p> <p>Evidence of work with colleagues in primary schools</p> <p>Experience of working alongside other teachers in the development and learning</p> <p>Experience of setting targets and monitoring, evaluating and recording progress/impact</p> <p>Experience of working with and supporting parents.</p>	Experience of working with children with SEND/EAL	Application form Interview
Knowledge and understanding	Fully conversant with the 2014 National Curriculum and 2019 Ofsted Framework		Application form Interview
Skills	<p>Commitment to equal opportunities and equal value for students and colleagues</p> <p>Resilient, cheerful and positive</p> <p>Able to embrace change and work alongside others to manage the change process</p> <p>Good organisational and personal management skills</p> <p>Able to work effectively as part of teams at all levels</p> <p>Able to work independently and proactively</p> <p>Commitment to the protection, safeguarding and wellbeing of children.</p>	Reflective of practice and implementing change	Application form Interview References
Other	Willingness to take a full part in the wider life of the school.		Application Form Interview

	Commitment to the ethos of the school.		
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**St Michaels CE Primary School is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to a satisfactory Disclosure and Barring Service (DBS) enhanced disclosure certificate. St Michaels CE Primary School is committed to safeguarding and promoting the welfare of children and young people.**