



## Job description: Subject Teacher UPS

Location	The Deepings School
Pay range	Upper Pay Scale – U3
Reporting to	Head of Department

### Job purpose

To be responsible for the learning and achievement of all students in the allocated classes.  
To promote good progress and outcomes by students.

### Main duties and responsibilities

To achieve success, the postholder will meet or exceed their appraisal targets.

All teachers are required to carry out the duties of a teacher as set out in the current School Teachers' Pay and Conditions Document.

As an Upper Pay range teacher, you are required to be highly competent in all elements of the Teacher Standards, to ensure that your achievements and contribution to school life are substantial and sustained.

### Teaching & Learning:

- To teach, according to their educational need, students assigned to you in the allocated classes
- To plan and prepare courses and lessons
- Set and mark work carried out by the student in school and elsewhere
- Assess, record and report on the development, progress and attainment of students
- Promote the general progress and well-being of individual students and of any class or group of students assigned to you
- Communicate and consult with parents/carers of students
- Communicate and co-operate with external agencies
- Provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students.
- Participate in arrangements made for the appraisal or review of your performance
- Review from time to time your methods of teaching and programmes of work

- Participate in arrangements for your further training and professional development as a teacher and undertake training and professional development which aims to meet needs identified in planning and review statements
- Maintain discipline and good order among students in accordance with the rules and disciplinary systems of the school
- Control and oversee the use of books and other resources provided for class usage
- To maintain up to date subject knowledge
- To participate and contribute to meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements.
- Register the attendance of students
- To take such part as may be required of you in the review, development and management of activities related to the curriculum, organisation and pastoral functions of the school.
- Deploy and supervise Teaching Assistants provided to support students in your allocated classes.
- To promote high standards of literacy, regardless of specialist subject.
- To cover for absent colleagues within the remit of the current STPCD

### **Upper Pay Range Accountabilities**

- Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.
- Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.
- Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas you teach, including those related to public examinations and qualifications.
- Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.
- Have a more developed knowledge and understanding of your subjects/curriculum areas and related pedagogy including how learning progresses within them than a Main Pay Range teacher.
- Have sufficient depth of knowledge and experience to be able to give advice to colleagues on the development and well-being of children and young people.

- Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.
- Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice
- To make an additional positive contribution to the success of the school

*This job description will be supported by the school improvement plan which may identify key distinct tasks and responsibilities for this role in the school year. These will be derived from ongoing school self-evaluation and other local/national priorities. The Postholder's duties must be carried out in compliance with the school's policies and procedures including child protection and safeguarding procedures.*

*These duties and responsibilities should be regarded as neither exhaustive nor exclusive as the post holder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post.*

*We are committed to safeguarding and promoting the welfare of children and young people and expects all staff, visitors, and volunteers to share in this commitment. All post holders are subject to an Enhanced DBS Check, suitable references, and other essential checks. Staff involved in recruitment and selection of employees are trained in safer recruitment, and all our staff and volunteers undertake Child Protection training.*

## Person specification: Subject Teacher UPS

<b>Qualifications and training</b> <i>Evidenced through: Application</i>	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Good relevant degree</li> <li>• Qualified Teacher Status</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Relevant personal development</li> </ul>		✓

<b>Experience/employment record</b> <i>Evidenced through: Application/Interview/References</i>	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Teaching experience across KS3 and KS4</li> <li>• Excellent and up to date subject knowledge</li> <li>• Excellent and up to date curriculum knowledge</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Able to teach KS5 (unless stated as essential in the post details)</li> <li>• Evidence of a wider contribution to school life</li> </ul>		✓

<b>Personal qualities</b> <i>Evidenced through: Application/Interview/References</i>	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Enthusiastic and a committed teacher</li> <li>• Excellent classroom practice</li> <li>• Ability to motivate, inspire and challenge students</li> <li>• Confident ICT user</li> <li>• Able to plan, prioritise and organise self</li> <li>• Passion for the subject</li> <li>• Commitment to raising standards</li> <li>• Calm, flexible, dependable and reliable</li> <li>• Good team player</li> <li>• Commitment to own further development</li> <li>• Drive and enthusiasm</li> <li>• Good interpersonal skills</li> <li>• Adaptable to change</li> <li>• Committed to inclusive, comprehensive education</li> <li>• Committed to promoting and safeguarding the welfare of young people</li> <li>• The ability to converse at ease with members of the public and provide advice and information in accurate spoken English</li> </ul>	✓	