



Classroom Teacher with a TLR 2a responsibility for Mental Health and wellbeing including vulnerable pupils.

Post title	Permanent Class Teacher & TLR 2a
Salary and grade:	MPS/UPS plus TLR2a
Line manager/s:	The headteacher, members of the senior leadership team (SLT) and the governing body
Supervisory responsibility:	The post holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities.

Main purpose of the job:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
 - Be responsible and accountable for achieving the highest possible standards in work and conduct
 - Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
 - Act within the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards (2012)*
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the school
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Duties and responsibilities

- All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the Teacher Standards (2021). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver an engaging and progressive curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these
- Demonstrating knowledge and understanding of how pupils learn and use this to inform effective classroom practice
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics

- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2021

TLR 2a

- Carry out teaching responsibilities in line with the professional duties of a teacher.
- Model consistently high-quality teaching and be able to demonstrate excellent practice to others.
- Keep up to date with national and international developments that may affect teaching and learning and mental health and wellbeing and develop your own subject knowledge based upon current research and school practice.
- Demonstrate a passion for developing your subject area to improve standards and outcomes for all.
- Lead and develop staff within your phase of responsibility, communicating effectively and ensuring successful team work
- Liaise with other teachers and senior leaders in the process of developing and supporting PSHE and mental health and wellbeing of pupils across the school
- Produce high-quality materials and resources that support
- Monitor and improve your subject area to develop opportunities for all.
- Respond to the school improvement plan and staff needs to support staff and pupil development and drive school improvement.
- Use systems to analyse data from monitoring and evaluation and use insights to inform strategies and plans for teacher development.
- Contribute to the school's self-evaluation on the effectiveness of your subject area and opportunities for all across school.
- Contribute to the development, implementation and evaluation of the school's policies, practices, and procedures, so as to support the school's values and vision.
- Undertake research and create stimulating, high quality CPD which is based upon effective pedagogy and high standards underpinned by research where appropriate
- Prepare and deliver training courses across the school to improve teachers' practice
- Provide mentoring/coaching to individual teachers', in need of 1-to-1 support to improve their practice
- Take part in the school's appraisal procedures and support the personal development of others linked to their appraisal targets.
- Take part in further training and development in order to improve own practice.
- Present to staff, senior leaders, governors, and parents (if required) on the quality of education.
- Collaborate and work with colleagues and other relevant professionals within and beyond the school to enhance the quality of opportunities within your subject area across the school.
- Lead on all matters related to Mental health and wellbeing in all pupils.
- Lead and manage PSHE/Anti bullying.
- Promote our school of sanctuary status developing opportunities for all vulnerable pupils including EAL/ Pupil premium.
- Develop the school's community links by leading by example making a positive contribution to the wider life and ethos of the school e.g. School council/FOHF/ Children's University etc.
- Link with other colleagues and outside agencies to ensure that opportunities for all pupils are created both within and outside school.
- Develop strategies to involve parents and carers in their children's learning and wider opportunities within the school, Parish and community.
- Support parents and carers to understand how they can help support their children's mental health and wellbeing throughout school and beyond.
- Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs for high quality teaching and learning
- Liaise with HT and senior leaders to ensure resources are selected and utilised that add value and enhance the learning experience

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the headteacher

Note

- This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.