



**Vision:**

*To be the best of the best; to be a place where “Every Individual” really does matter, to maximise independent learning and enjoyment in line with school aims; and to be a, positive, happy and fun learning environment with outstanding features.*

**REYNALDS CROSS SCHOOL  
JOB DESCRIPTION:  
Main Grade Scale Teacher**

**Grade:**

The post holder is responsible to the:

- Head Teacher in all matters
- The relevant member of the school leadership group in respect of curriculum and pastoral matters

**Purpose of the post**

The duties outlined in this job description are in addition to those accountabilities, roles and responsibilities common to all classroom teachers covered by the latest School Teacher’s Pay and Conditions Document.

It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

**Strategic development of the school**

- Promote vision and strategic direction of the school through supporting the school objectives.
- Review and evaluate your practice on a regular basis in line with Teacher Appraisal policy
- Take a positive and active role in developing links with parents, professionals and relevant members of the community
- Contribute and work towards whole school priorities

**Teaching and Learning**

- Enjoy and have a passion for working with your people with SEND
- Ensure that a range of appropriate communication approaches are in place and consistently used to support individual pupils
- Lead, implement and review the actions of the students Education Health and Care Plan
- Work with school leaders to track the progress of individual pupils and take a leading role in devising intervention plans where pupils are making less than expected progress

- Make effective use of ICT and technologies to enhance learning and teaching and raise standards
- Carefully monitor the progress of pupils from disadvantaged backgrounds ensuring Pupil Premium interventions and Children Looked After support programmes are effective towards raising pupil's attainment
- Be familiar with current theory and practice relating to pupils with special needs and support staff development
- Plan and demonstrate quality teaching and provide learning opportunities that enthuse, stimulate and challenge within a safe learning environment.
- Support behaviour management strategies ensuring they are constantly reviewed and appropriate
- Actively engage in leading and managing LSA's in all aspects of preparation towards achieving the best outcomes for pupils and their learning
- Ensure learning opportunities are differentiated, challenging and engaging
- Positively promote inclusion and have a good understanding of providing a classroom environment where resources meet the needs of all pupils.

#### Upper Pay Spine teachers who do not hold Teaching and Learning Responsibilities

The elements above apply to all teachers on the main scale and upper pay scale. Teachers who wish to progress on the upper pay scale are required to demonstrate that their 'achievements and contribution to the school have been substantial and sustained'. In addition, teachers who seek to progress to UPS3, or who have reached UPS3 should meet the following guidance in STPCD.

UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

In keeping with this guidance, UPS teachers have an obligation to make significant impact through their teaching and through the subject co-ordination activities listed above.

#### **Solihull Core Behaviours**

<p><b>Excellence</b> - With enthusiasm, you work to deliver a high quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers.</p>
--

<p><b>Simplicity</b> - You actively seek ways to prevent over-complication or confusion, by</p>
---

adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all.

**Trust and Respect** -You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect.

**Working Together** - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve.

**Responsibility** - You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development and you take responsibility for your actions and decisions.

**Leadership** - Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential.

### **Accountability**

- Maintain a record of pupils' progress and set targets accordingly to ensure the best possible outcomes for pupils
- Ensure there is concrete evidence of pupil's achievements to substantiate pupil progress data
- Produce evidence of pupil's achievement through reporting to parents
- Take responsibility for leadership of a subject area across the school
- Participate in the performance management system for the appraisal of your own performance and that of other staff
- Uphold school values and following agreed school policies and guidelines

### **Professional Development**

- With support from the school to be accountable for undertaking training to further develop skills and knowledge in order to raise the standards and meet the individual needs of pupils.

Teacher signature .....

Head teacher .....

Date .....