



## Job Description

**Job Title:**

**Classroom Teacher**

**Responsible to:**

**Executive Headteacher and The Headteacher of The Corsham School  
Members of the Leadership Team in relation to their specific responsibilities  
The Curriculum Team Leader or Subject Leader  
Second in Team where appropriate**

**Scale:**

**MPS/UPS**

---

### MAIN RESPONSIBILITIES:

The teacher will demonstrate high levels of competence in the following areas:

#### Planning and Setting Expectations

The teacher will be able to:

- Demonstrate an excellent ability to plan
- Prepare lessons and sequences of lessons with clear objectives to ensure successful learning by all students
- Set consistently high expectations for students in work completed in class and at home
- Plan her/his teaching to ensure it builds on the current and previous achievement of students
- Think creatively and imaginatively to anticipate and solve problems and to identify opportunities
- Make full use of the additional opportunities for curriculum enrichment in the wider school environment

#### Teaching and Managing Student's Learning

The teacher will be able to:

- Demonstrate an excellent ability to teach, manage students and maintain discipline
- Understand and use the most effective teaching methods to achieve the learning objectives in hand
- Display flair and creativity in engaging, enthusing and challenging groups of students
- Use questioning and explanations skillfully to secure maximum progress
- Quickly understand students' perceptions and misconceptions from their questions and responses
- Develop students' literacy, numeracy and ICT skills as appropriate within their phase and context
- Provide positive and targeted support for all students, including those who have special educational needs, are very able or lack confidence
- Maintain respect and discipline and be consistent and fair.

#### Assessment and Evaluation

The teacher will be able to:

- Demonstrate an excellent ability to assess and evaluate
- Use assessment as part of their teaching to diagnose students' needs
- Use assessment to set realistic and challenging targets for improvement
- Use assessment to plan future teaching.

## **Student Achievement**

The teacher will be able to:

- Demonstrate the ability to achieve excellent results and outcomes
- Demonstrate that, as a result of their teaching:
  - Students show consistent improvement in relation to prior and expected attainment
  - Students are highly motivated, enthusiastic and respond positively to challenge and high expectations
  - Students exhibit consistently high standards of discipline and behaviour.

## **Knowledge and Understanding:**

The teacher will know and understand:

- What constitutes excellence in teaching and learning
- How to make use of recent research findings and theories about the different types of intelligence and how children and young people learn

They will have:

- Highly developed teaching skills
- Excellent subject knowledge
- Up-to-date knowledge of ICT and the new technologies, and will use them effectively to enrich their teaching and to improve learning.

## **COMMUNICATIONS:**

### **Relations with Parents and the Wider Community**

The teacher will be able to:

- Demonstrate a consistent record of positive parental involvement in learning and a generally high level of satisfaction

### **Responsibility for:**

### **Managing own Performance and Development**

The teacher will be able to:

- Keep up-to-date in their subject(s) and/or specialism(s)
- Improve their teaching through evaluating her or his own practice in relation to students' progress, school targets and inspection/review evidence
- Achieve challenging professional goals
- Participate very effectively in professional development, taking responsibility for their own professional development.

### **Managing and Developing Staff and Other Adults**

The teacher will be able to:

- Provide clear feedback, good support and sound advice to others
- Analyse teaching and understand how improvements can be made
- Have highly developed interpersonal skills, which allow them to be effective in a wide range of learning situations.
- Provide direction for the work of the in-class Teaching Assistant to enable them to fully support student learning

### **Managing Resources**

The teacher will:

- Know how to plan and prioritise their own time and actions effectively
- Ensure that resources are used to their best advantage.

## Strategic Leadership

The teacher will:

- Provide a role model for students and other staff through their personal and professional conduct
- Be highly respected and able to motivate others.

**The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post**

---

## Key Responsibilities:

### Contribute to the ethos and aims of the School

- To be aware of and understand the School's Equal Opportunities, Race Equality, Whistleblowing, ICT and Safeguarding Policies (available electronically through SharePoint) ensuring at all times that the duties of the post are carried out in accordance with School Policies.
- To ensure compliance with all Health and Safety legislation, risk assessments and associated codes of practice and school policies.
- To review and develop working practice by developing and maintaining effectiveness as a member of the school staff through taking responsibility for own continuing professional development.
- To work effectively with both teaching and support staff, applying own strengths and expertise to contribute positively to the overall aims and objectives of the school.
- To undertake any duty or responsibility that the Headteacher and line manager asks relevant to the school's needs as required and are commensurate with the grade.
- Employees are expected to be courteous to colleagues, to be professional and punctual in the execution of their duties and responsibilities, model the required character, culture and quest for currency, and provide a welcoming environment to visitors and telephone callers.

### Working relationships and contacts

- To develop and maintain working relationships with other professionals.
  - To liaise with parents, students, local authorities, external agencies and suppliers as well as members of the public to provide information and to answer queries.
- 

## Further Information:

All teaching staff have a responsibility for promoting and safeguarding the welfare of children and young people they are responsible for and come in contact with as directed in Keeping Children Safe in Education September 2019

**Confidentiality**                      Some of the work undertaken within the School is of a highly confidential nature. The postholder must at all times maintain confidentiality and work within the School's data protection parameters.

**Annual Appraisal**                      All staff undergo an annual appraisal as part of performance management at The Corsham School.

---

The Corsham School is committed to safeguarding and promoting the welfare of young people and all appointments are subject to Disclosure Barring Service checks, medical and satisfactory references as part of standard pre-employment checks.

---

### Classroom Teacher – Person Specification

<b>Skills and Abilities</b>	<p><b>Essential</b></p> <p>Good interpersonal skills          Ability to communicate effectively, both orally and in writing          Excellent high level ICT skills          Excellent subject knowledge</p>
<b>Experience</b>	<p><b>Essential</b></p> <p>Proven experience of recent and successful teaching of the subject          Ability to teach to A level</p>
<b>Qualifications and Professional Development</b>	<p><b>Essential</b></p> <p>Degree and QTS</p>
<b>Personal Qualities and Competencies</b>	<p><b>Essential</b></p> <p>Commitment to the Safeguarding of our students          Willingness to undertake training as required          Adaptable and flexible          Flexibility to undertake any other responsibilities as many be reasonably required by the Headteacher commensurate with this post          A willingness to be involved in the wider life of The Corsham School</p>
<b>Attitudes and Outlook</b>	<p><b>Essential</b></p> <p>Boundless energy and vision          Ability to work under pressure and a capacity for hard work          Ability to appreciate the needs of the whole school          Positive and proactive approach to continuous improvement          Ability to work as a member of a team</p>