



## ST PETER'S SCHOOL HUNTINGDON JOB DESCRIPTION UPPER PAY SCALE

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment

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<b>Post Title</b>	Teacher
<b>Salary</b>	Upper Pay Scale
<b>Responsible to:</b>	Head of Department
<b>Purpose:</b>	Post threshold teachers are required to meet the post threshold standards

*(This Job Description is to be read in line with the Teachers' Standards and Teachers' Pay and Conditions, DfE and in addition to the contents of the Teacher Job Description (Main Scale))*

### Teachers on the Upper Pay Scale must:

- Be highly competent in all elements of the Teachers' Standards
- Make achievements and contribution to the school that are substantial and sustained\*
- Demonstrate an excellent depth and breadth of knowledge, skills and understanding of the Teachers' Standards and of developing adherence to those standards by colleagues
- Consistently demonstrate a positive impact on pupil progress to achieve or exceed expected outcomes
- Consistently achieve a positive impact on raising standards across the school
- Effectively demonstrate to colleagues good and outstanding teaching and learning practice and how to make a contribution to the work of the school
- Work effectively and collaboratively across the school in a wider role or outside the school
- Demonstrate effective or innovative use of CPD opportunities
- Attend CPD opportunities and feedback to the wider school
- Contribute and have responsibility for an element on the department TIPs (Team Improvement Plans)

### Upper Pay Scale Teachers will be expected to:

- Foster, and encourage and expect others to foster, the school's ethos (Learn Aspire Exceed) in all our stakeholders at all times.
- 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 they teach, including those related to public examinations and qualifications
- Have up-to-date knowledge and understanding of the national curriculum and the different types of qualifications and specifications and their suitability for meeting learners' needs
- Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them
- Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being 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

- Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally
- Promote collaboration and work effectively as a team member
- Contribute to the professional development of colleagues through demonstrating effective practice, and providing advice and feedback

Undertake any other duties commensurate with the level of the post, as required to ensure the efficient and effective running of the School.

\*Substantial means of real importance, validity and value to the school. Sustained maintained continuously over a period of at least 2 years, therefore directly contributing to the schools development plan.

In addition to the responsibilities described above, to carry out any other duties of a similar nature at the reasonable request of the Head Teacher.

This Job Description will be subject to regular review and any changes will be made in consultation with the post holder. The aim will always be to reach agreement on any changes but, if agreement is not possible, the Governing Body reserves the right to make the changes following consultation.

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Last Review Date: May 2019  
Next Review Date: September 2020