

Ysgol Henry Richard

Job Description



Post title:	Teacher
Purpose:	<p>Undertake Teacher duties in accordance with the School Teachers' Pay and Conditions Document, Professional Standards for Teaching and Leadership and other current educational legislation.</p> <p>You should:</p> <ul style="list-style-type: none">• Be an excellent classroom teacher with high expectations of all pupils, both academically and socially.• Understand the importance of the Mark, Plan and Teach cycle to ensure valuable experiences for all learners.• Have knowledge of the new curriculum for Wales and be able to inspire and motivate children who are excited about their learning. Be prepared to play an active role in all aspects of school life, including clubs and taking responsibility for curriculum areas.• Have an excellent understanding of ICT as a teaching and learning tool.• Be fully committed to raising standards in learning.• Be a very flexible, organised and enthusiastic professional.• Ability to work in partnership with a team of supportive colleagues.• Ability to communicate effectively with the school's stakeholders.
Line Manager:	Head of Faculty
Responsible for:	Teaching assistants within the class
Contract:	Part time – 0.2
Contract length:	Permanent
Salary:	Main Pay Scale
Disclosure level:	Enhanced
Duties and responsibilities	
<p>Pedagogy</p> <ul style="list-style-type: none">• Consistently achieve the best outcomes for learners by refining teaching to meet the needs of each individual.• Achieve best outcomes for learners by promoting teaching so that learners can apply knowledge effectively.• Achieve best outcomes for learners by influencing learners so that they develop positive attitudes towards learning.• Establish and maintain a learning environment that promotes positive learning practices and behaviours that meet the four purposes and enable learners to take increasing responsibility for their own learning.• Use a range of assessment techniques to monitor and record pupils 'progress and inform planning to meet identified learners' needs.• Make effective use of differentiation to meet the needs of all learners.• Understand the ALN Code of Practice for Wales to meet the various needs of learners.• Make effective use of data to produce timely and accurate feedback, records and reports to facilitate a deeper understanding of learning and enhance the learning experience.• Involve parents, carers, other partners and stakeholders in learner development in relation to the four purposes of the curriculum	

- Incorporate, develop and extend the four purposes of planning, preparation and teaching to drive the learner experience and achieve positive outcomes for all learners.
- Use relevant pedagogy and disciplines within and across subject content, areas of learning and cross-curricular themes in planning and delivery.
- Use a wide range of teaching methods and blended learning experiences.
- Extend learners' cultural, linguistic, religious and socio-economic experience by using authentic, real-life contexts for learning.
- Work with learners to track progress in learning and identify next steps in a way that applies disciplined learning across the four purposes.
- Develop and use cross-curricular themes relevant to areas of learning to build links and enable effective reflection on learning.
- Communicate and provide appropriate levels of challenge and expectations for the range of abilities and characteristics of learners in order to motivate learners to extend themselves and take advantage of previous skills when seeking to develop new skills.
- Listen to and take account of the views of learners to involve and encourage them as active participants in their own learning.
- Encourage learners to reflect on their own learning and take an active role in managing their own learning agenda with activity initiated and decided by themselves.
- Promote and secure self-motivation and self-direction among learners so that they can extend themselves and be resilient in solving problems and challenges in their learning.
- Give learners time to reflect and evaluate their own learning and behaviour. This results in a natural focus on the future behaviour needed to develop as a learner.
- Promote the links between high quality learning experiences and outcomes and better learning and wellbeing.

Collaboration

- Work productively with all partners in learning to extend professional effectiveness.
- Proactively seek and engage with advice and support from a variety of formal and informal sources and implement this to improve outcomes for learners.
- Work with colleagues in common aspects of organising learning and in innovative ways to enhance the learner experience.
- Support the development of others through contribution to whole school initiatives, participation in programs that extend expertise and develop high quality relationships with colleagues to make a positive impact on learners' experiences.
- Act on the advice of others to ensure better performance and achieve better outcomes for learners.

Professional Learning

- Take responsibility for your own professional learning by continually seeking to extend knowledge, skills and understanding and embrace challenge and support to develop pedagogy to the highest standard.
- Undertake wider reading to improve understanding of theories and research relating to assessment, pedagogy, child and adolescent development, and learning relevant to day-to-day planning and practice.
- Engage and operate within professional networks and communities at school, regional, national or international level, focusing on an appropriate topic, process or age stage.



- Use the Professional Learning Passport to record professional learning and reflect on and enhance practice by applying new or revised techniques and methods within the context of the four purposes.
- To be actively involved in the school's coaching cycle as a key element of their professional learning development, reflecting on teaching practices, setting development targets and supporting continuous improvement in teaching and learning.

Innovation

- Use innovative forecasts to develop techniques and approaches to improve pedagogy and outcomes.
- Support the development of others by modelling teaching techniques and using experience to offer advice and expertise.
- Use professional judgement and critical analysis to develop new techniques and formulate practice to develop learning.
- Evaluate, analyse and share the impact of changes in practice.

Leadership

- Exercise leadership through all aspects of professional practice to support the efforts of others across the school and beyond to achieve Welsh education ambitions.
- Demonstrate personal and professional commitment to the principles of fairness and maximising the potential of all learners.
- Exercise corporate responsibility by ensuring understanding and compliance with the school's policies and principles, including safeguarding, health and safety and equality.
- Demonstrate a commitment to leading learning through engagement with collaborative experiences in school and other contexts. The qualities of professional practice are used to positively influence the practices of others.
- Support formal leadership roles by seeking an understanding of the role, responsibilities and contribution of others across the school towards the ethos of the school and the achievement of the school's vision.

Other Specific duties

- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- The school will endeavour to make any reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition.
- This job description is current at the date shown, but in consultation with you, may be changed by the Headteacher or, during Performance Management review discussions, by your line manager to reflect or anticipate changes in the job commensurate with the grade and job title. The job descriptions will be reviewed annually and signed.

Accountability

Accountable to ... , Senior Leadership Team and the Governing body

Signed

Date

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Person Specification

The academic / professional / technical / vocational qualifications (including Level of qualifications) required for the post	Teacher. Qualified Teacher Relevant Qualification / Degree			
The level of linguistic skills required for the post (See language guides and ceri net)	See table below. *Note: The successful candidate will be required to learn the language within 2 years of being appointed if he/she is not currently a Welsh speaker.			
	Listening / Speaking	Reading	Writing	
Welsh (ALTE Framework Levels)	5	5	5	Essential*
Saesneg (ALTE Framework Levels)	5	5	5	Essential
Practical/personal skills required for the post	<ul style="list-style-type: none"> • The ability to teach through the medium of Welsh is essential for this post. • Enthusiastic about pupils "education and contributing fully to the life and work of the school. • A total commitment to giving pupils the best experiences - their learning, their well-being, and their safety. • Is honest and trustworthy, and respects confidentiality. • Confident and enthusiastic. • Has good interpersonal skills. • Ability to work together in a team. • Excellent classroom practitioner. • Can promote good behaviour. • Researches best practice. • Uses learner voice to develop Teaching and Learning. 			
Experience required for the post	<ul style="list-style-type: none"> • Experience of teaching successfully to ensure positive experiences for pupils. • A commitment to raising standards of teaching and learning 			
Training / education required / undertaken for the job	<ul style="list-style-type: none"> • Participate in the school's professional learning program. • Fully commit to a professional development cycle. 			
Desirable skills / qualifications	<ul style="list-style-type: none"> • Has very strong Digital Competence skills (Microsoft 365, HWB) to support high quality digital experiences. • Ability to network with other schools in developing a Curriculum for Wales 			