



# JOB DESCRIPTION

## Bearwood Primary and Nursery School

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**Post Title: Upper Pay Spine Teacher**

**Reporting to: Head Teacher**

**Grade: M6 & UPS Points**

The following statements, extracted from the Post Threshold Standards for teachers, describe the behaviours, skills and attributes expected from a teacher having passed through the Threshold.

This job description outlines duties and responsibilities of a post threshold teacher and should be used as **an addition to the Main Scale Teacher job description**. The responsibilities outlined below should therefore be carried out alongside those of a Main Scale Teacher.

### 1. Job Purpose, Objectives, Main Duties & Responsibilities

As outlined in Main Scale Teacher job description.

### 2. Teachers who have passed through threshold should:

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 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 of children and 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 coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

### 3. Career/Salary Progression linked to this post

In accordance with the provision of the Appraisal Policy and Pay Policy there will be an annual review of the performance of the teacher taking into account the appraisal objectives.

The outcomes of the annual appraisal review will be considered and will inform the teacher's pay review.

#### 4. Additional Information

There will also be a responsibility for leading a key area in school as part of a UPS. The TLR will be awarded for the role of curriculum leader.

#### **Safeguarding/Child Protection**

Bearwood Primary and Nursery School is committed to the safeguarding and welfare of children and expects all staff and volunteers to share this commitment.

We believe that all children have an equal right to protection from abuse, regardless of their age, race, religion, ability, gender, language, background or sexual identity and consider the welfare of the child is paramount.

This is an outline job description only and the post holder will be expected to undertake the duties