



Classteacher Job Description Addendum for UPR 1-3

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Preamble

Main Pay Range teachers are required to act in accordance with the school's ethos, policies and practices under the direction of the headteacher. In addition to the duties and responsibilities of a Main Pay Range Teacher you are, as an Upper Pay Range Teacher required fulfil the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#) and to be highly competent in all element of the [Teachers' Standards](#), to ensure that your achievements and contribution to the school are substantial and sustained and to ensure that you discharge your accountabilities as detailed below and, if you are paid at the maximum of the Upper Pay Range the additional accountabilities that are listed.

Upper Pay Range Accountabilities

- Demonstrate the capacity to perform to a standard which is at least good and is effective enough to provide mentoring to other teachers, give advice and feedback to them and demonstrate to them effective teaching practice and how to make a wider contribution to the teaching and learning at the school in order to help them meet the relevant standards and develop their teaching practice.
- To 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. To promote collaboration and work effectively as a team member.
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.

- Have a clear understanding of the needs of all pupils, including those with special educational needs, those of high ability, those with English as an additional language, those with disabilities, and be able to use and evaluate distinctive teaching approaches to engage and support them.
- To contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.
- To 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.
- To 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.
- To have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.
- To have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them.
- To have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people.
- To 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.

Additional Accountabilities for the Maximum of the Upper Pay Range

In addition to the requirements of the Main Pay Range and an Upper Pay Range Teacher, teachers paid at the maximum of the Upper Pay Range are required to ensure that they:

- Consistently fulfil the requirement to perform to a standard which is at least good and is effective enough to provide mentoring to other teachers, give advice to them and demonstrate to the effective teaching practice and how to make a wider contribution to the teaching and learning at the school in order to help them meet the relevant standards and develop their teaching practice
- Play a critical role in the life of the school
- Provide a role model for teaching and learning and support the teaching and learning of others
- Make a distinctive contribution to the raising of pupil standards and/or enrichment.
- Contribute effectively to the work of the wider team
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

Final Note

Please note, this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role as directed by the headteacher.

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

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