



South Tyneside Council



### JOB DESCRIPTION

The Roman Catholic Diocese of Hexham and Newcastle

**POST TITLE:** Teacher. St Aloysius Infant and Nursery School and St Aloysius Junior School  
*(The schools are part of a Hard Federation with a joint Governing Body and a shared Headteacher)*

**GRADE:** MPS/UPS

**RESPONSIBLE TO:** Federation Headteacher, Mr N. Conway

*This appointment is with the Governors of the school under the terms of the Catholic Education Service contract signed with the Governors as employers. The Governors will appoint someone who can show by example and from experience that he or she will work with the Headteacher and the Leadership Group to ensure that the school is Catholic in all its aspects. The appointment is subject to the current conditions of service for Teachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation.*

#### Key Tasks of the Post:

#### 1. THE DEVELOPMENT OF THE SCHOOL

The strategic direction and development of a Catholic school stems from the educational mission of the Church which is reflected in the school's Mission Statement and School Development/Improvement Plan. The Teacher works with the Headteacher and Leadership Group to develop a vision and strategic view for the school in its service to the community.

#### **MAIN TASKS**

##### ***Work with the Headteacher and Leadership Group in:***

- 1.1 fulfilling the Mission Statement;
- 1.2 implementing the educational aims, policies, objectives and targets of the school;
- 1.3 teaching pupils at the school;
- 1.4 co-operating with the Headteacher and Leadership Group in monitoring and evaluating the performance of the school and its achievements as a Catholic school;
- 1.5 motivating pupils through interest, encouragement and recognition of their unique value;
- 1.6 contributing to the production of the School Improvement Plan;
- 1.7 implementing the Governing Body's policies on equal opportunities.

#### 2. TEACHING AND LEARNING

In a Catholic school the search for excellence is expressed in teaching and learning which responds to the needs and aspirations of its pupils and acknowledges their individual worth as children of God. The Teacher works with the Headteacher, Leadership Group and senior colleagues to provide effective teaching and learning throughout the school. He or she assists the Headteacher, Leadership Group and senior colleagues in monitoring and evaluating the

quality of teaching and standards of attainment, using relevant benchmarks and setting targets for improvement.

## **MAIN TASKS**

### **2.1 Work implementing, in collaboration with the Headteacher and Senior Leadership Group, other appropriate persons or bodies, a curriculum which:**

- (a) follows the curriculum policy of the Governing Body and meets statutory requirements;
- (b) is relevant to the needs, experience, interests, aptitudes and stages of development of all pupils, including those with special educational needs and those who are gifted and talented;
- (c) ensures the Diocesan policy on Religious Education is fulfilled;
- (d) fulfils the statutory duties in relation to the Curriculum including the National Curriculum;
- (e) includes arrangements for the daily act of collective worship and the spiritual life of the school.

### **2.2 Work with the Headteacher and Leadership Group in ensuring that:**

- (a) school policies on curriculum, assessment, recording and reporting inform effective teaching and learning;
- (b) the arrangements for teaching and learning form a co-ordinated, coherent curriculum entitlement for all pupils;
- (c) information on pupil progress is used to improve teaching and learning, to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers and to aid governors in fulfilling their responsibilities for the school;
- (d) there is continuity of learning and of progression for all pupils;
- (e) challenging targets are set for pupil attainment leading to whole school improvement.

### **2.3 Work with the Headteacher, Leadership Group and senior colleagues in providing a curriculum for the spiritual, moral, social and cultural development of all pupils.**

### **2.4 Work with the Headteacher and Leadership Group in ensuring appropriate pastoral care and guidance for all, in accordance with the Mission Statement.**

### **2.5 Work with the Headteacher and Leadership Group in determining appropriate pupil groupings which reflect the values of the Mission Statement.**

### **2.6 Work with the Headteacher and Leadership Group to determine and publicise the means for promoting:**

- (a) pupils' self discipline;
- (b) respect for self, others and authority;
- (c) good behaviour on and off school premises in accordance with any written directions of the Headteacher.

### **2.7 Work with the Headteacher and Leadership Group in promoting a school ethos which extends opportunities for learning and encourages extra-curricular activities.**

## **3. EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES**

In a Catholic school all deployment of staff, finance, material resources, time and energy should promote the common good of the community.

## **MAIN TASKS**

### **To work with the Headteacher and Leadership Group in:**

- 3.1 making the best possible use of the time and efforts of Teaching Assistants, Learning Support Assistants and other adults to enhance the learning of groups and individuals;

- 3.2 using resources, including time and energy, efficiently and effectively to meet the school's aims and objectives in accordance with the school's Mission Statement and School Improvement Plan;
- 3.3 providing an attractive environment which expresses the Catholic identity of the school, stimulates learning and enhances the appearance of the school.

#### **4. WIDER PROFESSIONAL EFFECTIVENESS**

**Take responsibility for professional development by:**

- a) taking action to keep up to date in developments in the curriculum and teaching methods;
- b) making good use of the outcomes of monitoring and the school's performance management arrangements in order to improve the quality of their teaching.

#### **5. ACCOUNTABILITY**

*In a Catholic school the Teacher fulfils his or her responsibilities as specified by the Headteacher, Leadership Group and senior colleagues and in accordance with school's Mission Statement.*

##### **MAIN TASKS**

##### **5.1 In relation to the Governing Body:**

- (a) to assist in the exercising of its functions when requested;
- (b) to attend meetings of and report to the Governing Body as required.

##### **5.2 In relation to parish(es) and the community, work with the Headteacher and Leadership Group by helping to:**

- (a) develop and maintain positive relationships with the parish communities;
- (b) ensure that the school recognises and meets its responsibilities in the life of the local community;
- (c) develop links with local employers for the benefit of the pupils and the school;
- (d) promote a positive image of the school in accordance with the Mission Statement.

##### **5.3 In relation to the Diocese:**

- (a) to recognise the authority of the Bishop in relation to the provision of education in the Diocese;
- (b) to work where required with Diocesan Authorities.

##### **5.4 In relation to parents and those with parental responsibility work with the Headteacher and Leadership Group in:**

- (a) building an effective partnership between the school and parents recognising them as the first educators of their children;
- (b) promoting understanding of the mission, aims and ethos of the school through provision of regular information to parents about:
  - the school curriculum;
  - the progress of their children;
  - other matters relating to teaching methods and organisation;
  - and opportunities for dialogue between parents and staff and for their involvement in the wider life of the school.

##### **5.5 In relation to the Local Authority and as directed by the Headteacher and Leadership Group, to liaise and work in partnership with officers and support services; this to include monitoring and evaluation of the school.**

##### **5.6 In relation to other schools, colleges and educational bodies work with the Headteacher and Leadership Group in:**

- (a) promoting continuity of learning, progression of achievement and curriculum development;

- (b) arranging for effective transfer and induction of pupils;
- (c) maintaining effective liaison;
- (d) maintaining effective relationships with other schools, and especially with other Catholic schools in matters of common concern;
- (e) providing training and work experience placements for school and college students as appropriate and in accordance with school policy.

## **6. SCHOOL SPECIFIC RESPONSIBILITIES**

*To take specific and direct responsibility for the following curriculum areas and aspects of school life:*

- N/A during Induction Year.
- Will vary according to experience/the needs of the school.

NB: As this is a Voluntary Aided School the Governing Body is your employer. This job description will be reviewed annually, as part of the performance management process. A review may be initiated at any other time by either the post-holder or the Governing Body.

St Aloysius RC Primary Federation and South Tyneside Council are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to produce an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others' health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: CG/CL

Date: 17.04.14