

Harrow High School
Teacher Specification

POST :	Teacher
Salary:	Main Scale/Upper Pay Scale
STARTING DATE:	September 2021 or July 2021 for an NQT
RESPONSIBLE TO:	Head of Department

1. QUALIFICATION AND TRAINING

- Qualified teacher status.
- Evidence of recent further professional development.

2. TEACHING EXPERIENCE

- Relevant teaching experience in a comprehensive secondary school; this may be as part of a Beginning Teacher placement.
- Experience of teaching a National Curriculum subject in a minimum of 2 Key Stages.

2. Working time and Conditions

- These will be as specified in the latest School Teachers' Pay and Conditions Document.
- The post holder will continue to meet, maintain, and build upon, as appropriate: The National Standards for QTS as laid down by the Training and Development Agency, relating to:
 - a) Professional values and practice
 - b) Teaching
 - c) Knowledge and understanding

The Induction Standards, as appropriate

The Threshold Standards, as appropriate

PROFESSIONAL PRACTICE, SKILLS, UNDERSTANDING

- Having consistently high expectations which inspire, motivate and challenge learners
- Ensure learners make excellent progress and achieve excellent outcomes
- Demonstrate excellent subject and curriculum knowledge
- Plan and teach well-structured lessons that are consistently good or outstanding
- Use data to inform teaching to respond to the strengths and needs of all pupils to ensure progress is excellent
- Manage behaviour effectively to ensure a good and safe learning environment
- Fulfil wider professional responsibilities
- Conduct regular assessments to ensure learners receive and engage with high quality feedback
- Deliver consistently good or better lessons to ensure the highest levels of progress and attainment for learners in your classes.

PROFESSIONAL CONDUCT

- Have a proper and professional regard for the ethos, policies and practice of the school in which they teach, and maintain high standards in their own attendance and punctuality

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- Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities
- Effective interpersonal skills, and the ability to work in a team in the interests of learners' progress and achievement
- A willingness to work closely with colleagues to develop effective learning and achievement for all learners, including the use of ICT

GENERAL ACCOUNTABILITIES

- A responsibility to promote and safeguard the welfare of children in line with the school Safeguarding and Child Protection Policy
- A commitment to lifelong learning for self and others
- Be involved in the school improvement cycle as a member of a strand group
- To promote and be committed to the school's aims and objectives
- To maintain and contribute to the development of school policies
- A proven track record of good attendance