NORTHGATE
High School

Main Pay Range Teacher Job Description



As a Main Pay Range teacher you are required to be competent in all elements of the Teacher Standards, December 2021, to discharge the Teachers Responsibilities as set out in Part 7 Contractual Framework for Teachers of the School Teachers Pay and Conditions Document October 2026, and to act in accordance with the school's ethos, policies and practices, under the direction of the Headteacher:

1. Teaching

1.1 Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of student attainment, progress and outcomes.

1.2 Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.

1.3 Set and mark work to be carried out by the student in school and elsewhere.

1.4 Participate in arrangements for preparing students for external examinations.

2. Whole school organisation, strategy and development

2.1 Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.

2.2 Work with others on curriculum and/or student development to secure co-ordinated outcomes.

2.3 Supervise and so far as practicable teach any students where the person timetabled to take the class is not available in accordance with the Rarely Cover arrangements.

3. Health, safety and discipline

3.1 Promote the safety and well-being of students in accordance with the school's Child Protection and other relevant policies.

3.2 Maintain good order and discipline among students in accordance with the school behaviour policy.

4. Management of staff and resources

4.1 Direct and supervise support staff assigned to you and, where appropriate, other teachers.

4.2 Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.

4.3 Deploy resources delegated to you in accordance with school policies.

5. Professional development

5.1 Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.

5.2 Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

6.1 Communicate with students, parents and carers in accordance with the school ethos, policies and practice.

6.2 Maintain high standards of professional communication both within and outside the school.

7. Working with colleagues and other relevant professionals

7.1 Collaborate and work with colleagues and other relevant professionals both within and outwith the school.

7.2 Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school, which require the exercise of your professional skills and judgment.

8. Fulfil wider professional responsibilities

8.1 Make a positive contribution to the wider life and ethos of the school.

This job description and related documents provide the standards and framework for a performance and development review for a Main Pay Range Teacher which will be set under the school's Teacher Appraisal (PDR) Policy before, or as soon as practicable after, the start of each performance review period. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the school's plans for improving the school's educational provision and performance and improving the educational opportunities of students at Northgate.

November 2026