



POSITION:	Teacher
AWARD / AGREEMENT:	Girton Grammar School Bendigo Enterprise Agreement 2022 Educational Services (Teachers) Award 2020
REPORTS TO:	Head of Department
EMPLOYMENT TYPE:	Full-time/Part-time
SALARY:	In line with experience

PURPOSE OF POSITION

To assist in constructing and teaching curriculum where every student is inspired and challenged to improve their skills and understanding. Your role will be to create, design, develop and deliver curriculum that is challenging, educational, inclusive, enjoyable, and encourages optimal outcomes.

ABOUT GIRTON GRAMMAR SCHOOL

Girton Grammar School in Bendigo is a leading independent school catering for around 1,100 students from Prep to Year 12 in an enriching and supportive environment.

With a Junior School campus and separate Senior School campus minutes from the centre of town, this renowned School sits at the heart of the Bendigo community.

The School is proud of its culture of optimism and commitment in both students and staff, translating to personal growth and academic achievement that truly sets the School apart in Regional Victoria.

Our rich history and steadfast values have, over time, built a school culture where we equally value people, character and learning. The behaviour and attitude of our students and staff contributes to a learning environment where every child is known and their individuality is respected.

KEY OUTCOMES

A Teacher at Girton Grammar School is responsible for achieving the following outcomes:

Curriculum

- Develop and maintain expert knowledge of key course components, set texts and pedagogical developments,
- Participate in the preparation and maintenance of teaching resources and learning materials,
- Use a variety of relevant and appropriate assessment and evaluation techniques to regularly assess student progress,
- Come prepared to all lessons and ensure lessons plans follow set curriculum.

Student and Staff interactions / collaboration

- Provide regular, timely and positive feedback to each student on their progress,
- Work in collaboration with colleagues and Learning Support to facilitate planning of educational programs,
- Undertake House Tutor responsibilities according to their full time or part time status,



Administration

- Reports and records are maintained in accordance with legislative and School requirements,
- Provide formal, interim and semester reports to parents and students,
- Maintain accurate records of student attendance using the school's attendance recording system.

Other Duties

- Accountability for undertaking lesson covers and extra's when required.

From time to time, you will be required to undertake other duties, as directed by the Deputy Principal or the Principal.

KEY SELECTION CRITERIA / ESSENTIAL QUALIFICATIONS/SKILLS

1. Appropriate qualification and current registration as a teacher,
2. A passion in and demonstrated curriculum knowledge of applicable subject areas,
3. Demonstrated effective delivery of teaching and learning programs,
4. A commitment to professional development,
5. Excellent personal communication, administrative and organisational skills,
6. Commitment to student wellbeing and child safety, demonstrating an understanding of appropriate behaviours when engaging with children, including children with diverse needs and backgrounds,
7. Strong skills in the use of information and communication technologies (ICT), especially as they relate to teaching and learning,
8. Commitment to co-curricular activities.

CAPABILITIES

- Influences, empowers, motivates and inspires others to achieve or exceed performance expectations.
- Envisions, evaluates and implements new possibilities.
- Actively employs contemporary Information and Communications Technologies that enhance learning.

PERSONAL CHARACTERISTICS

- Commitment to ongoing professional development
- Open-minded and collaborative
- Optimistic and enthusiastic
- Personal integrity, honesty and fairness
- Creative and organised
- Builds relationships and develops trust with students, staff and families.
- Remains calm, focused and maintains perspective when dealing with difficult situations.

TEACHING AT GIRTON GRAMMAR SCHOOL

Girton Grammar School values the development in each student of the skills which underpin intellectual growth. Inherent is a deep respect for the various academic disciplines, providing the analytical tools through which to describe, interrogate, understand and expand a student's view of the world. Creativity, curiosity, collaboration and communication are key elements that contribute to intellectual growth and future achievement.

Discernment and critical awareness are vital in a world where information is prolific but needs to be tested. Within this context, students will acquire the habits of mind necessary to support their academic growth and success.



- Teachers at Girton Grammar school are professional people and this is reflected in their teaching and in their relationships with students, parents and other staff members.
- Teachers are at all times responsible to the Principal for duties relating to effective teaching, student wellbeing and other duties.
- Teachers are expected to support the School's aims, policies, procedures and philosophy.

TEACHING AND LEARNING

Girton Grammar School's [Statement of Effective Student Learning](#) articulates the role teachers are expected to play in the education of its students. All teachers are required to undertake an annual review process to maintain their standards at the Proficient Teacher Level as determined by VIT and are expected to employ a variety of teaching strategies to effectively implement the curriculum and actively engage students in the learning process.

STUDENT WELLBEING

Girton Grammar School's [Supporting Student Wellbeing document](#) outlines the role teachers are expected to play in the care and nurturing of each student.

DUTIES OUTSIDE SCHOOL HOURS

- Participate in the School's Co-Curriculum program, approximately 2 hours per week for a full-time staff member.
- Attend School staff meetings, departmental meetings and other meetings, as scheduled.
- Be available for, and participate in, Parent/Teacher interviews.
- Participate in Speech Night, information nights, open days and other designated significant School activities.
- Attend School Outdoor Education camps or other curriculum camps, if required.
- Undertake professional development sessions.

PROFESSIONAL LEARNING

Teachers are required to:

- Participate in Professional Development so as to increase professional knowledge, strengthen teaching effectiveness and improve outcomes for students.
- Support school-wide professional learning through the sharing of professional knowledge and practices with colleagues.
- Participate in a cyclical appraisal process to improve knowledge and practice.

OTHER GENERAL DUTIES

Teachers are required to:

- Attend promptly and actively supervise students whilst on yard duty and during other activities.
- Cover classes for colleagues as is reasonably required and in accordance with the extra period roster.
- Consult with the Heads of Department and the Heads of House, when necessary.
- Punctually attend timetabled lessons, meetings, and timetabled activities.
- Carry out the administrative requirements of the school.
- Other duties, as variously required by the Principal.
- Participation in House and Sporting events.

MISSION AND VALUES

All staff must have an understanding of and commitment to working within the School's stated values in striving



towards achievement of our mission. Further information regarding expectations of staff can be found in the Mission and Values document on Girton Grammar School's website.

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CHILD SAFETY

Girton Grammar School is committed to promoting child safety, children's wellbeing and protecting children from abuse. Ministerial Order 1359 requires the School to implement child safety standards and to accommodate and take the needs of all children into account when creating a child safe environment. All staff must comply with the School's child safety policies and related policies and procedures, uphold the overarching principles and values set out, and take all reasonable steps to promote the safety of children. All employees at Girton Grammar School are required to:

- Have a current Working with Children's Check or VIT registration.
- Complete all mandatory reporting training and education about Child safety.
- Adhere to the Schools Child Protection Policies and Procedures.
- Report suspected cases of child abuse in accordance with school policies.

OCCUPATIONAL HEALTH AND SAFETY (OHS)

Workplace health and safety is the responsibility of all staff. All staff are responsible and accountable for:

- Demonstrating a full awareness of work health and safety issues and School OHS instructions, policies and procedures including, but not limited to, any first aid or emergency procedures and ensuring compliance with these.
- Assuming allocated roles in the School's emergency response or occupational health and safety structures
- Taking reasonable care of their own health and safety and the health and safety of others who may be affected by their acts or omissions.
- Promoting a safe work environment by raising OHS issues in a timely, constructive and solution orientated manner with a Manager or the OHS Committee.
- Immediately reporting any Notifiable Incident or any identified health and safety matter via the appropriate channels.

COVID-19 SAFETY

Girton Grammar School is committed to the health and safety of its staff, students and broader school community, which includes preventing the spread of diseases such as COVID-19 on campus and amongst members of the school community. In accordance with our commitment to minimising the risk of COVID-19 transmission, all staff, are encouraged to be fully vaccinated against COVID-19.

ADDITIONAL INFORMATION.

Appointment of successful applicants will be made subject to a satisfactory pre-employment check.

A six-month probation employment period applies to all new staff members commencing employment at Girton Grammar School.

Employment conditions are in accordance with the Girton Grammar School Bendigo Enterprise Agreement, as varied from time to time.



Girton Grammar School reserves the right to modify position descriptions, as required. Where this is required, staff will be consulted.

STAFF BENEFITS

- Staff discount on school fees
- 38 weeks of term time for a school year
- Access to Professional Learning and Leadership Mentoring programs
- Personal leave for emergent issues
- Opportunity to take on additional responsibilities for experience
- Active Staff Association
- Free and voluntary vaccinations
- Access to EAP counselling services.

REFERENCE DOCUMENTS

[Statement of Effective Student Learning](#)

[Supporting Student Wellbeing](#)

[Strategic Plan 2023 - 2028](#)

[Mission and Values document](#)

[Child Safety Policy](#)

APPROVAL

Developed by HR	July 2024	Next Review	July 2026
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