

**Job Description**

**Post:**  Teacher

**Grade:**  Main Pay Scale

**Reporting**

**Relationship:** Report directly to Assistant Principal

**Job Purpose:** Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have exceptional subject knowledge; keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents/carers in the best interests of all pupils.

**Ethos:** You are required to uphold the clarity of vision, ethos and strategic direction within the Academy at all times.

**Main Duties/Responsibilities**

**Learning**

* Set high expectations which inspire, motivate and challenge pupils
* Establish a safe and stimulating environment for pupils, rooted in mutual respect.
* Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
* Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.
* Be accountable for pupils’ attainment, progress and outcomes concisely following academy lesson structure.
* Be aware of pupils’ targets and their prior knowledge, and plan teaching accordingly.
* Guide pupils to reflect on the progress they have made and the interventions that may be required to ensure further progress is achieved.
* Demonstrate knowledge and understanding of how all pupils learn and how this impacts on teaching.
* Encourage pupils to understand their attitudes to learning and to utilise responsible and conscientious behaviour to their own work and studies.
* Have a secure knowledge of the relevant subject and curriculum area, foster and maintain pupils’ interest in the subject, and address misunderstandings
* Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.
* Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy, articulacy and the correct use of standard English and numeracy regardless of the teacher’s specialist subject.
* Impart knowledge and develop understanding through effective use of lesson time.
* Promote a love and thirst for learning and pupils’ intellectual curiosity.
* Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
* Reflect systematically on the effectiveness of lessons and approaches to teaching
* Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).
* Adapt teaching to respond to the strengths and needs of all pupils.
* Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively, using data and available information.
* Have a secure understanding of how a range of factors may inhibit pupils’ ability to learn, and how best to overcome these barriers.
* 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.
* Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
* Make use of formative and summative assessment to secure pupils’ progress.
* Use relevant data to monitor progress, and plan subsequent lessons
* Give pupils regular feedback, encouraging pupils to respond this through Making Teaching Visible and the Academy’s Marking Policy.

**Behaviour and Safeguarding**

* Manage behaviour effectively to ensure an outstanding and safe learning environment.
* Have clear procedures and routines for behaviour in classrooms, and take responsibility for promoting outstanding and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy’s behaviour policy.
* Have high expectations of behaviour, and utilise the framework for discipline with the range of strategies, using praise, sanctions and rewards consistently and fairly, as per Academy procedures.
* Manage classes effectively, using approaches which are appropriate to pupils’ bespoke needs in order to involve and motivate them in ensuring success.
* Maintain outstanding relationships with pupils.

**Professional Attributes**

* Make a positive contribution to the wider life and ethos of the Academy.
* Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
* Deploy support staff effectively.
* Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
* Communicate effectively with parents with regard to pupils’ achievements and well-being.
* Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the Academy by:
  + - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing correct boundaries appropriate to a teacher’s professional position
    - having regard for the need to safeguard pupils’ well-being, in accordance with statutory provisions
    - showing tolerance of and respect for the rights of others
    - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
    - ensuring that your personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law.
    - have correct and professional regard for the ethos, policies of the Academy and maintain high standards in your own attendance, punctuality and professional appearance.
    - understand, and always act within, the statutory frameworks which set out professional duties and responsibilities.
    - Follow the Academy Staff Behaviour policy.

**This post is subject to enhanced disclosure and the successful applicant will be subject to relevant checks before an offer of appointment is made.**