JOB DESCRIPTION

Part One: Teaching

A teacher must:

1. 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 consistency the positive attitudes, values and behaviour which are expected of pupils

2. Promote good progress and outcomes by pupils

   - Be accountable for pupils' attainment, progress and outcomes
   - Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
   - Guide pupils to reflect on the progress they have made and their emerging needs
   - Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
   - Encourage pupils to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

   - Have a secure knowledge of the relevant subject(s) and curriculum areas, 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 English, whatever the teacher's specialist subject
   - If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
   - If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

4. Plan and teach well-structured lessons

   - Impart knowledge and develop understanding through effective use of lesson time
   - Promote a love of learning and children's 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)

5. 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
   - Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
   - 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

6. Make accurate and productive use of assessment

- 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, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

7. Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy's behaviour policy
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them, maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

8. Fulfil wider professional responsibilities

- 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 advise 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

Part two: Personal and professional Conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers 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 proper 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 personal beliefs are not expresses in ways which exploit pupils' vulnerability or might lead to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the Academy in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

JOB DESCRIPTION

B. JOB TASKS

1. A teacher should have a passion for their subject and other subjects they teach, which they should impart with enthusiasm to their pupils.
2. The teacher must follow the Health & Safety requirements as outlined in the Academy's Health & Safety Policies. All pupil activity both inside and outside the Academy must be risk assessed.
3. The teacher should consistently plan high quality lessons which have high expectations of pupils and lead to pupils making progress, following agreed Schemes of Work and pupil related policies.
4. When planning lessons, effective use should be made of individual pupil assessment data to inform the planning of both immediate and future lessons to ensure the needs of the full range of pupils is met.
5. Keep accurate records of lessons delivered and any homework set.
6. Maintain a good understanding of data used in Academy and its relationship to pupil progress.
7. The teacher should consistently and effectively set, mark and monitor pupils' assigned class work (and any set homework) following the Academy's policy.
8. The teacher should keep accurate records of pupil attendance in lessons.
9. The teacher should keep accurate records of pupils' individual data and their progress
10. The teacher should keep accurate written records and provide constructive oral and written feedback for individual pupil's progress.
11. Write reports on pupils' progress which are meaningful to parents and pupils.
12. To be responsible for maintaining high standards of dress, punctuality, behaviour and participation by the pupils.
13. The teacher should set and regularly review individual pupil targets.
14. The teacher should contribute to the development of the Academy y working with the HoD and SLT on Whole Academy Improvement/Development Planning.
15. Attend the appropriate calendared meetings in the Academy.
16. Follow the Academy's Staff Codes of Conduct e.g. dress code, internet usage.
17. Undertake emergency cover of lessons for absent colleagues.
18. Undertake a staff duty, on a rota basis, when pupils first arrive, at morning break time and at the end of the Academy day.
19. Undertake the role of Form Tutor as required.
20. The teacher should contribute to the effective and efficient running of the Academy as required by the Principal
21. Lead or attend Annual Review meetings as required.

Other duties:

1. Will be allocated according to interests, skills and Academy need