

# **Job Description –Teacher**

**Post:** Teacher

**Role:** To teach at Olive AP Academy, fulfilling the requirements of the Teachers’ Standards within the values and ethos of the Olive Multi- Academy Trust.

**Salary:** MPS/UPS

**Responsible to:** Team Leader

## Core Purpose

The Teacher shall carry out the professional duties as described in the School Teachers Pay and Conditions Document. He/she will meet the Teachers’ Standards.

He/she will maintain high standards, providing inspiration and motivation and embody, the vision, core values, purpose of the Olive Academy.

The teacher will ensure that good progress is made by all students though the planning, preparation of high quality lessons which motivate and inspire.

## Set high expectations which inspire, motivate and challenge pupils

* Maintain high expectations of academic performance and behaviour for Olive students always.
* Provide students with a positive role model by embodying the Olive Values of ambition, conviction, determination and Reflection in all that you do.

## Promote good progress and outcomes by pupils

* Take part in the Progress Cycle evaluating each student and planning to improve their progress through your classroom practice.
* Be fully accountable for the outcomes of the students you teach.
* Have a clear understanding of how students with barriers to learning can be supported to make progress.
* Direct the work of other adults in the classroom to maximise their impact on learning.

## Demonstrate good subject and curriculum knowledge

* Maintain up to date knowledge of the KS3 curriculum and of GCSE criteria.
* Use your excellent subject knowledge to engage and inspire students.
* Understand the marking criteria of your subject/s.

## Plan and teach well-structured lessons

* Plan interactive, exciting lessons which engage students who have a history of failure in the education.
* Reflect on how effective each lesson was and then adapt your teaching as necessary.
* Work collegiately within your Area Team to produce high quality learning resources.
* Link your lessons to the World of Work, British Values, SMSC where appropriate.
* Ensure that your lessons support the SEMH needs of AP students.
* Work collegiately to plan Expeditionary Learning units.

## Adapt teaching to respond to the strengths and needs of all pupils

* Use data to inform your classroom practice.
* Be aware of the individual starting point of your students and plan accordingly.
* Ensure that your students know their level of attainment and how to reach the next level.
* Ensure that all learners are working at the most appropriate level for them.
* Follow the Be Olive minimum teaching expectations.

## Make accurate and productive use of assessment.

* Give students feedback regularly in conjunction with the Marking, Feedback and Student response policy.
* Ensure that all students respond to the feedback they are given.
* Set regular assessments which are marked and standardised.

## Manage behaviour effectively to ensure a good and safe learning environment

* Use the Be Olive minimum expectations for lessons to establish sound routines.
* Use the Be Olive Behaviour policy to ensure that high expectations for behaviour are maintained.
* Forge mutually respectful relationships with students.
* Read, understand and implement the Olive Academy Safeguarding Policy, the ICT acceptable use policy and Keeping Children Safe in Education.
* Take immediate and appropriate action if you suspect any student or staff member is behaving in an unsafe manner.
* Act on child protection issues immediately within the process laid out in the Olive Academy Safeguarding Policy.

## Fulfil wider professional responsibilities

* Forge positive working relationships with other professionals in the Academy.
* Take part in Continuous Professional Development.
* Share best practice with other Olive colleagues.
* Maintain an open-door policy so that others can learn from your practice
* Use the Academy’s quality assurance procedures as a learning tool.
* Aid the day to day running of the Academy by participating in supervision duties.
* Take on the role of group Coach.
* Be mindful of your own Mental Health and wellbeing and that of those you work with.
* Communicate with parents, career, home school, and outside agencies as required.

COACHING

* Under the guidance of the AHT PDBW, to act as a coach to a group of students

## PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, 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 expressed in ways which exploit pupils’ vulnerability or might lead them to break the law.
* Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
* Teachers must understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.