

### Job Description for Teacher

Job Title: Teacher

Pay Range: Main Pay Range/Upper Pay Range (depending on skills and experience)

Line Manager: Subject Leader/Deputy Subject Leader

#### Job Purpose:

- ☐ To provide professional leadership and management of the classroom, to secure high quality teaching, the effective use of resources and improved standards of learning and achievement for all students.
- ☐ To contribute to the aims, policies and priorities of The Academy and to the overall education and achievement of all students.

#### Job context:

- The teacher will meet in full the expectations of the appropriate National Professional Standards, and is accountable for the well-being and performance of students, ensuring that all are treated fairly, equitably and with dignity and respect to create and maintain a positive culture.
- This post is subject to the current conditions of employment for school teachers, as set out in the School Teachers' Pay and Conditions Document and the policies established by the Governors of the Eastbourne Academy. The job description may be amended at any time following discussion between the Principal and the teacher and it will be subject to annual review.

#### Job Accountabilities:

It is expected that every teacher in The Eastbourne Academy will:

1. Form excellent relationships with children and young people based on high expectations, equity and respect.
2. Set an excellent example of holding positive values, attitudes and personal behaviour in their professional role.
3. Maintain a thorough and up to date knowledge and understanding of their professional duties, statutory frameworks and the policies of The Academy and ensure that they fulfil these responsibilities to the best of their abilities.

4. Communicate and collaborate effectively with stakeholders, including children and young people, parents and carers, colleagues and other agencies in order to achieve high standards of attainment and well-being.
5. Evaluate their performance in terms of outcomes achieved and show real commitment to improving their professional practice and contributing to the improvement of pedagogy throughout The Academy.
6. Maintain excellent pedagogical skills, knowledge and understanding to provide opportunities for all learners to achieve their potential.
7. Maintain and apply an excellent knowledge and practice of assessment, including subject specific requirements and those relating to public examinations and qualifications.
8. Understand and use a range of data sources to evaluate their own effectiveness as a teacher and to provide learners with feedback that will help them to improve and achieve.
9. Have a secure knowledge of their subject area(s) and related pedagogy which meets the requirements of national guidance for the appropriate subject and age range.
10. Have good ICT, literacy and numeracy skills in order to operate professionally and effectively.
11. Recognise and understand the different factors that affect the development and well-being of children and young people, including those with EAL and SEND, making effective provision so that they can all achieve, drawing on the expertise of colleagues when required.
12. Know and understand legal requirements and local arrangements and procedures for the safeguarding and well-being of children and young people, including referring to the relevant colleague in cases of suspected or potential child abuse or neglect.
13. Plan effectively and imaginatively so that students have excellent opportunities to develop their learning in the subject area and required skills, both inside and outside the lesson, and with short, medium and long-term goals.
14. Have high expectations of students and deliver challenging, engaging and well-organised lessons that raise attainment and draw on a comprehensive understanding of students' motivation, skills, learning and development.
15. Monitor learners' progress and attainment effectively, providing regular and constructive feedback to them and to colleagues, parents and carers.
16. Provide high quality support and guidance to learners, including the setting of realistic and challenging targets.
17. Establish a purposeful and safe learning environment, including positive management of student behaviour in the classroom and around The Academy, promoting learners' self-control, independence and cooperation.
18. Work collaboratively and effectively with colleagues to share and develop good practice.