

**THE BISHOP OF WINCHESTER ACADEMY  
JOB DESCRIPTION- TEACHING**

**Section One  
General information**

<b>Post Title</b>	Teacher
<b>Post Holder:</b>	
<b>General Duties:</b>	<p>All academy post-holders are expected to support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy. Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.</p> <p>All academy post-holders are expected to contribute to the development of young people and the community through the specialism of Enterprise &amp; Innovation and Mathematics.</p> <ul style="list-style-type: none"> <li>• Inspire students to achieve their very best.</li> <li>• Ensure all teaching is rated 'good' or better.</li> <li>• Ensure all students make outstanding progress and achieve challenging targets.</li> <li>• Fully implement all Academy policies and procedures.</li> <li>• To create an exciting learning environment.</li> <li>• To include all students.</li> <li>• To create relationships based on mutual respect.</li> <li>• To be an effective part of the team.</li> <li>• To manage own professional development.</li> <li>• To work closely with all support colleagues.</li> <li>• To work collaboratively with academy staff in sharing ideas and best practice.</li> <li>• To form effective relationships with parents and other parties.</li> </ul> <p>This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.</p> <p>This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but may be subject to modification or amendment at any time after consultation with the holder of the post.</p>
<b>Reporting to:</b>	Assistant Vice Principal Curriculum/ Head of House
<b>Responsible for:</b>	The teacher is responsible for providing an educational atmosphere where students have the opportunity to fulfill their God-given potential for spiritual, intellectual, emotional, physical and psychological growth. The teacher is responsible for implementing a program that will result in students achieving personal and academic success in accordance with The Bishop of Winchester Academy policies.

<b>Liaising with:</b>	<ul style="list-style-type: none"> <li>• Deputy Vice Principal/ Assistant Vice Principal</li> <li>• Relevant members of the academy, community, parents and governors.</li> </ul>
<b>Nature of Contract:</b>	Teacher's Terms and Conditions
<b>Salary Scale:</b>	
<b>Disclosure Level:</b>	Enhanced
<b>Review Date:</b>	Annually as part of the Performance Management process.
<b>Section Two Professional Duties and Responsibilities</b>	
<b>Ethos</b>	<ul style="list-style-type: none"> <li>• All academy post-holders are expected to support the sponsor's vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy. Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.</li> <li>• To lead/part lead a Tutor Group within the House system.</li> </ul>
<b>Specialism's</b>	<ul style="list-style-type: none"> <li>• All academy post-holders are expected to contribute to the development of young people and the community through the specialism of Enterprise &amp; Innovation and Mathematics.</li> <li>• To lead the tutor group in enterprise and innovation projects.</li> <li>• To encourage and acknowledge enterprise and innovation attitudes in other staff and students.</li> <li>• To develop enterprising and innovative attitudes in students.</li> </ul>
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>• To work with others to plan highly effective lessons, Schemes of Work and Curriculum Maps.</li> <li>• To review own lessons and effectiveness of own planning.</li> <li>• To maintain progress at KS3 and KS4 and to implement interventions where appropriate.</li> <li>• To contribute to development of Curriculum, Homework and Enterprise Projects.</li> <li>• To plan with Teaching Assistants to meet individual student needs on AEN/SEN register.</li> <li>• To keep a record of all marking and assessment in line with the Curriculum Area.</li> <li>• To support and develop the competency based curriculum through cross curricular thematic based project work including collaboration with other subjects beyond the individual teacher's subject specialism.</li> <li>• The role is to contribute to the teaching and other work of the subject area and as a mentor, to undertake the academic tutoring programme and associated monitoring, pastoral and administrative duties in respect of student in your care. Statutory duties in general care of students must be carried out.</li> <li>• To contribute to extracurricular activities.</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• To fully implement all academy policies and procedures.</li> <li>• To make effective use of resources, including ICT.</li> <li>• To take part in peer skill exchanges, observations, coaching and mentoring.</li> <li>• To ensure all students can engage and achieve in lessons.</li> </ul>
<b>Students'</b>	<ul style="list-style-type: none"> <li>• To ensure students make outstanding progress.</li> </ul>

<b>Achievement, Attainment, and Assessment</b>	<ul style="list-style-type: none"> <li>• To implement all actions following reviews of student progress.</li> <li>• To fully implement the Assessment Policy and procedures to a high standard.</li> <li>• To plan for assessment for learning in every lesson.</li> <li>• To ensure levelling is accurate.</li> </ul>
<b>Leadership Responsibilities</b>	
<b>TLR Detail</b>	Additional responsibility points where applicable.
<b>Self Development</b>	<ul style="list-style-type: none"> <li>• To continually seek development opportunities to improve personal performance</li> <li>• Vice Principal is advised of training needs.</li> <li>• Development opportunities are sought/acted upon.</li> </ul>
<b>Attitude</b>	<ul style="list-style-type: none"> <li>• To act as a professional and positive ambassador for the academy in order to support the academy's mission and profile.</li> <li>• Positive/constructive feedback from parents/students/visitors/colleagues/supporters will evidence supportive attitudes.</li> <li>• Level of self-motivation and encouragement of others will support development of the academy ethos and contribute positively towards the development of specialisms.</li> </ul>
<b>Policy promotion</b>	<ul style="list-style-type: none"> <li>• To actively promote the academy's Equal Opportunities, Health and Safety, Data Protection policies, to ensure that the academy operates effectively, fairly, and in line with legislative requirements at all times.</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• To adhere to and follow the academy's safeguarding procedures in order to protect the safety of all children.</li> </ul>
<b>Confidentiality</b>	<ul style="list-style-type: none"> <li>• To ensure confidentiality of the academy's activities is maintained in order to protect the integrity of the organisation and its people.</li> </ul>
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>• To carry out such other duties as may reasonably be required from time to time to meet the evolving needs of the organisation.</li> </ul>

**The Bishop of Winchester Academy is committed to developing the skills of its people. If you have any query about your own personal development, please speak to your line manager.**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

The Academy reserve the right to amend this document as necessary, after consultation with the individual concerned, in order to reflect changes in organisational requirements and ensure that the future goals of The Bishop of Winchester Academy are successfully achieved.