



Job Description

Teacher (UQT/MPS/UPS)

Key Purpose: Teaching staff are expected to make a significant and sustained contribution to the core purpose of the academy – ensuring all students achieve their full potential; taking a significant role in promoting the highest standards of teaching and learning through a rich curriculum and within a vibrant, high challenge, low threat, fully inclusive learning environment.

Line Management: Reporting to: Director/Deputy Director/Assistant Director of Learning
SLT Link for faculty/subject

Salary: Teachers Pay Scale (UQT/MPS/UPS) as appropriate.

Vision

All staff at the Academy are employed to support and promote our key aim: *To enable the children who join us to leave as happy, healthy, well-adjusted young adults, who are well-prepared to take the next steps in their education and careers.*

All staff are required to support, model and, where appropriate, teach or promote, the academy's and trust's core values; Educate for Life, Anyone can excel, Enjoy the challenge, Share what is best and Be inclusive.

Purpose of the job

As a Teacher at any level, you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the academy's ethos, policies and practices, under the direction of the Principal. In addition to the duties and responsibilities of a Main Pay Range Teacher an Upper Pay Range Teacher is required to be highly competent in all elements of the Teacher Standards and to ensure that achievements and contribution to the academy are substantial and sustained.

Teaching

- Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the academy's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.

- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Set and mark work to be carried out by the pupil in academy and elsewhere.
- Participate in arrangements for preparing pupils for external examinations.
- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the academy's policies, practices, and procedures in such a way as to support the academy's values and vision.
- Work with others in the department/faculty on curriculum and/or pupil development to secure co-ordinated outcomes.
- Supervise and, so far as practicable, teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

Health safety and discipline

- Promote the safety and well-being of pupils in accordance with the academy's Child Protection and other relevant policies.
- Maintain good order and discipline among pupils in accordance with the academy behaviour policy.

Management of staff and resources

- Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to you in accordance with academy policies.

Professional development

- Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

Communication

- Communicate with pupils, parents and carers in accordance with the academy ethos, policies and practice.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the academy.
- Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the academy, which require the exercise of your professional skills and judgment.

Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the academy.
- Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Environmental demands/working conditions

- Will have long periods of sitting or standing.
- Available to work during academy hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours.
- Will have contact with members of the public/other professionals e.g. teaching staff, governors, parents/carers, community groups, local authority, external providers, social care, Ofsted, academy reviews etc.
- The post holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users.
- This post will include a degree of manual lifting and handling. You are expected to be aware of health and safety policies and procedures and frequently assess your ability to carry out the lifting tasks required of you.
- Report all concerns to an appropriate person.

Upper Pay Range Accountabilities

- Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.
- Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.
- Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas you teach, including those related to public examinations and qualifications.
- Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.
- Have a more developed knowledge and understanding of your subjects/curriculum areas and related pedagogy including how learning progresses within them than a Main Pay Range teacher.
- Have sufficient depth of knowledge and experience to be able to give advice to colleagues on the development and well-being of children and young people.
- Be flexible, creative, and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.

- Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice.
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

Other considerations

- To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the academy's nominated Child Protection Co-ordinator or the Principal. Safeguard children and adults and implement the Safeguarding and Child Protection Policy. Read, understand, and follow at least Part 1 of the current statutory guidance in Keeping children safe in education. Undertake the Prevent Duty to safeguard pupils and adults from extremism. Understand their statutory duty to report safeguarding concerns. Maintain their Position of Trust and not have sexual relations with pupils (Sexual Offences Act 2003) or any other inappropriate relationship with pupils.
- To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files.
- Accept and commit to the principles underlying the academy's Equal Rights policies and practices.
- Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.
- Will not require holiday leave during term time.

Flexibility Clause

As a term of your employment, you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

Variation Clause

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Principal/Manager in consultation with the postholder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

Fluency in English

The post is covered by Part 7 of the immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.