Job Description

Role: **Teacher**

Overarching purpose

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct.

Teaching

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 consistently 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 taught, foster and maintain pupils' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever your specialist subject.
- Demonstrate an understanding of and take responsibility for promoting high standards of numeracy and the correct use of mathematical terminology, whatever your specialist subject.

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 house this on the VLE) 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
- incorporate the use of iPads and other relevant technology in lessons where appropriate
- 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; those that are CLA; those who attract Pupil Premium and be able to use and evaluate distinctive teaching approaches to engage and support them in closing any gaps in attainment.

6   **Make accurate and productive use of assessment**
   ● know and understand how to assess the relevant subject and curriculum areas you teach, 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, giving dedicated improvement times in lessons.

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 school, in accordance with the Academy 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 in line with the Academy expectations
   ● 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   **Fulfill 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 advice and specialist support: being prepared to adapt practice where necessary
   ● deploy support staff effectively where appropriate
   ● take responsibility for improving teaching through appropriate professional
   ● development, responding to advice and feedback from colleagues
   ● communicate effectively with pupils, parents and carers with regard to pupils' achievements and well-being.

 Personal and Professional Conduct

9   A teacher is expected to demonstrate consistently high standards of personal and professional conduct as defined below:
   ● act with honesty and Integrity
   ● forge positive professional relationships within and beyond the Leigh Academies Trust
   ● be committed to collaboration and co-operative working
   ● treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
   ● have regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
   ● show 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.
   ● have proper and professional regard for the ethos, policies and practices of the Leigh Academies Trust, and maintain high standards in their own attendance and punctuality.
   ● have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the <u>Keeping Children Safe in Education document (Department of Education)</u>.

Notes

The 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. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.