



Job Description

Teacher The Downs School, West Berkshire

Salary: M1-UPS3

Days: 195 days per year (Full-Time)

Responsible to: Head of Department

Job Purpose:

- To inspire, challenge, and support students in achieving their full potential.
- To contribute to the school's ethos and aims by delivering high-quality teaching, fostering a passion for learning, and upholding the highest professional standards.

Main Duties and Responsibilities:

Teaching and Learning

- Plan and deliver engaging lessons that inspire curiosity and intellectual growth in students.
- Set high expectations for student achievement, behaviour and engagement.
- Adapt teaching strategies to meet the diverse needs and abilities of all students.
- Use innovative and evidence-based approaches to teaching, creating a stimulating and safe learning environment.

Assessment and Progress

- Assess, monitor, and report on students' progress and attainment using formative and summative assessments.
- Provide timely and constructive feedback to support student development and encourage responsibility for learning.
- Use data to inform teaching practices, track progress, and identify areas for intervention.

Curriculum Development

- Contribute to the planning and implementation of a broad, balanced, and engaging curriculum.
- Ensure lessons incorporate key subject knowledge, vocabulary and skills.
- Participate in collaborative planning and curriculum review within the department.

Classroom and Behaviour Management

- Create and maintain a well-managed, respectful and productive classroom environment.
- Implement effective behaviour management strategies in line with school policies.
- Build strong relationships with students based on mutual respect and trust.

Professional Standards

- Uphold high standards of personal and professional conduct, acting as a role model within and beyond the school.
- Engage in professional development opportunities to improve practice and contribute to school improvement.
- Communicate effectively with students, parents, and colleagues to ensure the well-being and success of students.

Wider School Contribution

- Support the school's ethos and values through participation in extracurricular activities, enrichment programs and school events.
- Collaborate with colleagues to share best practices and promote a culture of high expectations and achievement.
- Fulfil additional responsibilities as directed, including covering lessons, attending meetings, and contributing to whole-school initiatives.

Person Specification:

Essential Requirements

- A first degree in a relevant subject.
- Qualified Teacher Status (QTS) with experience teaching Key Stages 3, 4, or 5.
- A strong understanding of effective teaching and learning strategies.
- The ability to plan and teach for a range of abilities, ensuring all students make progress.
- Knowledge of safeguarding policies and procedures, with a commitment to student well-being.
- Excellent communication skills, both written and verbal.
- Strong organisational skills, with the ability to meet deadlines and manage competing priorities.
- A commitment to personal and professional growth, including reflective practice and self-improvement.

Desirable Attributes

- Evidence of further study (e.g., MA, MBA, MEd).
- Experience using EdTech to enhance learning and assessment.
- Proven ability to manage change and innovate in educational settings.
- Participation in a range of relevant professional development opportunities.

Personal Qualities

- A passion for teaching and a genuine enthusiasm for your subject.
- Resilience, energy, and a positive outlook.
- The ability to think critically, solve problems, and adapt to challenges.
- A collaborative and supportive approach to working with colleagues and students.
- A sense of humour and the ability to maintain perspective.