

Job Description

Post: Teacher (All Subjects)

Responsible to: Head of Department / SLT Line Manager

Contract: Full-time (or part-time by agreement)

Purpose of the role

Teachers at Brampton Manor Academy play a central role in delivering excellent outcomes for students through consistently high-quality teaching, strong routines, and uncompromising professional standards.

The role requires sustained effort, resilience, and commitment to a highly structured, high-expectations environment. In return, staff are supported through clear systems, strong leadership, and high-quality professional development.

Key responsibilities

1. Teaching and learning

- a. Plan and deliver consistently high-quality lessons in line with agreed curriculum plans and schemes of work
- b. Establish and maintain a purposeful learning environment through clear routines and expectations
- c. Use assessment effectively to inform planning, adapt teaching and close gaps in learning
- d. Ensure that all students make strong progress, regardless of background or starting point

2. Behaviour, routines and standards

- a. Apply the school's behaviour systems and routines consistently and without exception
- b. Uphold high expectations of attendance, punctuality, conduct and effort
- c. Act as a positive role model for students at all times

3. Professional conduct and collaboration

- a. Contribute positively to the collective work of the department and wider school
- b. Align personal practice with agreed whole-school systems and policies
- c. Engage professionally with feedback, coaching and accountability processes
- d. Communicate effectively with colleagues, students and parents in the best interests of students

4. Pastoral responsibilities

- a. Fulfil the role of form tutor when required, supporting students' personal development, attendance and wellbeing
- b. Promote safeguarding, inclusion and the welfare of all students

5. Professional development

- a. Take responsibility for ongoing professional learning and improvement
- b. Engage fully with induction, training and appraisal processes
- c. Reflect critically on practice and make improvements over time

6. General expectations

Teachers at Brampton Manor:

- a. place students' learning and progress at the centre of their work
- b. act with honesty, integrity and professionalism
- c. accept that consistency and alignment are essential to fairness and success
- d. recognise that high standards require sustained effort

This job description may be amended in line with the evolving needs of the school.

Person Specification

1. Essential qualifications

- a. Qualified Teacher Status (or working towards it)
- b. A good honours degree or equivalent

2. Professional knowledge and skills

- a. Secure subject knowledge and understanding of how students learn
- b. Ability to plan and deliver clear, structured lessons
- c. Effective use of assessment to inform teaching and support progress
- d. Understanding of the importance of routines, behaviour systems and consistency

3. Working style and professional disposition (Essential)

The successful candidate will demonstrate the ability to:

- a. thrive in a highly structured, rule-bound environment
- b. sustain high standards over time, not just in short bursts
- c. respond positively to feedback and professional challenge
- d. prioritise collective consistency over individual preference
- e. remain calm, professional and solution-focused under pressure

4. Personal qualities

- a. High expectations of self, students and colleagues
- b. Resilience, reliability and emotional self-regulation
- c. Reflectiveness and willingness to improve practice
- d. Commitment to equity, inclusion and safeguarding
- e. Belief in effort and determination as drivers of success

5. Experience (Desirable, depending on role)

- a. Teaching at KS3, KS4 and/or post-16
- b. Working in a structured, high-expectations school
- c. Contribution to curriculum development or wider school life
- d. Willingness to take on additional responsibilities over time

6. Important note for applicants

This role is likely to suit professionals who value:

- a. clarity over ambiguity
- b. routines over flexibility
- c. alignment over autonomy

It may be less suitable for those who prefer flexible interpretation of policies or find regular accountability difficult.