

Job title: Teacher
Responsible to: Head of Subject
Scale: Mainscale/Upper Pay Scale

Job purpose:

Teaching and Learning:

- To meet the required and appropriate level of performance as described in the 'Professional Standards for Teachers'.
- Follow the DAT's 'Every Lesson Expectation' to ensure lessons interest and motivate learners ensuring that they all make at least good progress.
- Contribute to the ongoing development of resources to ensure that Schemes of Work and lesson plans are fit for purpose.
- Ensure your own practice is of a high standard and continue to develop your professional skills and knowledge.
- Promote and inspire learning through planning which takes into account the needs and progress of all learners.
- Involve Teaching Assistants (TAs) in planning to provide high quality individual support with targeted intervention.
- Promote equality of performance and achievement of all learners and learner groups.
- Maintain an understanding of developments within teaching practice and methodology and initiatives at a local, national and global level.
- Continually assess learners' progress.
- Provide learners with high quality feedback in order to drive attainment.
- Use available data to plan, review and monitor progress of all learners in order to promote rigorous improvement of attainment and achievement.
- To be aware of general developments in your subject area and to maintain a detailed knowledge of GCSE courses.
- Develop an understanding of the requirements at A level.

Creating an Aspirant Culture:

- Inspire and support learners to develop leadership skills and qualities.
- Establish a positive ethos in the school by promoting and demonstrating high standards.
- Actively encourage and develop the well-being and success of learners through tutoring. Act as the 'first port of call' for tutees and their parents.
- Take responsibility for own Professional Development.
- Promote, reinforce and model the school's commitment to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment.
- Adopt coaching and mentoring approaches where relevant.

Other specific duties:

- To take on the role of form tutor.
- To carry out other professional duties in line with the teaching standards.
- To actively promote the school's corporate policies.
- To actively engage in the DAT's quality assurance processes.
- To participate in all school open evenings and other appropriate calendared events.
- To promote the department within the wider community.

Standard for all jobs

- Comply with all Trust policies, procedures and statutory requirements relating to health and safety, safeguarding, security, confidentiality, equal opportunities and safe working practices, reporting any concerns, hazards or incidents appropriately.
- Promote a safe, inclusive and welcoming environment for pupils, staff, visitors and all stakeholders.
- Contribute positively to the ethos, aims, reputation and promotional activities of the Trust, representing the organisation professionally at all times.
- Work collaboratively with colleagues and other professionals, treating all individuals with courtesy, consideration and respect.
- Participate in meetings, training, learning and development activities, taking a proactive approach to continuous professional development.
- Maintain accurate records and undertake administrative duties as required.
- Carry out duties across the Trust and any subsidiary organisations, and undertake any other responsibilities reasonably requested by the Chief Executive, line manager or designated manager in connection with the post.

This job description is intended to provide a guide to the general duties and responsibilities of the specified post and to set in context the framework within which the post holder will operate. It should not be regarded as a legal document nor a set of conditions of service.

The job description sets out the main duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the post. Such variations are common occurrences and cannot of themselves justify a reconsideration of the grading of the post.

This job description will be reviewed regularly and may be varied in the light of the business needs of the Trust.

Prepared by: Laura Round, Human Resources

Date: August 2026

Name of post holder (*please print*): _____

Signed by post holder: _____

Date: _____

Person Specification

	E	D	
<u>Knowledge / Qualifications</u>			
Qualified Teacher Status	✓		App Form
Relevant Degree in your subject area or a related subject or completion of a subject conversion Course	✓		App form
Excellent subject knowledge	✓		App Form/Int
Up to date knowledge of current best practice and curriculum developments		✓	App Form/Int
<u>Experience</u>			
Successful teaching of the full ability range	✓		App Form/Int
High Level of Progress and Attainment from Learners taught	✓		App Form/Int
Evidence of appropriate up-to-date CPD		✓	App Form/Int
<u>Skills</u>			
Ability to teach your subject area throughout the school, up to and including GCSE	✓		App Form/Int/MT
Able to contribute to and collaborate with a forward-thinking team		✓	App Form/Int
Able to demonstrate excellent classroom management	✓		App Form/Int
Able to use ICT to support learning	✓		App Form/Int
<u>Additional Factors</u>			
Able to engage, inspire and foster a love of your subject area	✓		App Form/Int
Successful involvement in enrichment activities		✓	App Form/Int
Commitment to the mission and vision of the Trust	✓		App Form/Int
Respect and value diversity and promote equality	✓		App Form/Int
Understand responsibilities related to all aspects of learners' safety and welfare	✓		App Form/Int
<u>Safeguarding</u>			
Must be suitable to work with young people and vulnerable adults	✓		App Form/Int/Checks

E = Essential	App Form = Application Form	Int = Interview
D = Desirable	Test = Interview Test	Pr = Presentation
	Ref = Reference	MT = Micro teach
	Checks = Disclosure and barring service	

The Dudley Academies Trust operates a no smoking policy