

BRAMPTON MANOR ACADEMY

JOB DESCRIPTION

Job Title: Teacher
Reports to: Head of Department
Hours per week: Full time

Key working relationships

- SLT Line Manager
- Head of Department
- Department
- Students
- Parents

Job Summary

The Teacher shall carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the headteacher or delegate. The Teacher shall perform, in accordance with any directions that may reasonably be given to them by the headteacher, or delegate, such particular duties as may reasonably be assigned.

Duties and responsibilities

Professional duties shall be deemed to include, but not be limited to, the following:

Teaching

- (a) Plan and teach lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
- (b) Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- (c) Participate in arrangements for preparing pupils for external examinations.

Whole school organisation, strategy and development

- (a) Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- (b) Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- (c) Supervise and so far, as practicable teach any pupils where the person timetabled to take the class is not available to do so.
- (d) Contribute to the wider life and ethos of the school.

Health, safety and discipline

- (a) Promote the safety and well-being of pupils.
- (b) Maintain good order and discipline among pupils.

Management of staff and resources

- (a) Direct and supervise support staff assigned to them and, where appropriate, other teachers.
- (b) Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- (c) Deploy resources delegated to them.

Professional development

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

Communication

- (a) Communicate with pupils, parents and carers.

Working with other colleagues and other professionals

- (a) Collaborate and work with colleagues and other relevant professionals within and beyond the school.

General

- (a) Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils. As such, teachers must have regard to the teacher's standards.
- (b) Teachers must also have regard to the staff code of conduct and other policies.

Other

This job description and accompanying documentation do not form part of the employee's terms and conditions of employment and is not intended to have any contractual effect. The list of duties is not exhaustive and the Academy reserves the right to amend it at any time, in accordance with the evolving needs of the role.

Teacher- Person Specification

Education and Qualifications	Essential	Desirable	Assessment
Qualified teacher status	✓		A
Good honours graduate	✓		A
Commitment to personal/professional development	✓		A

Experience	Essential	Desirable	Assessment
Experience of teaching KS3	✓		A/I
Experience of teaching KS4	✓		A/I
Experience of teaching A Level		✓	A/I
Experience of the International Baccalaureate		✓	A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	✓		A/I
Clear understanding of the secondary curriculum and its assessment	✓		A/I
Ability to employ a range of effective teaching, learning styles and assessment methods	✓		A/I
Ability to use assessment data to inform planning and set targets	✓		A/I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject		✓	A/I

Teaching and Learning	Essential	Desirable	Assessment
Ability to raise achievement for all	✓		A/I
Committed to ensuring excellent standards of behaviour at all times	✓		A/I
Excellent communication skills	✓		A/I
Committed to role of tutor for a group of students and the benefits of pastoral care	✓		A/I
Experience of teaching a range of courses including KS3, GCSE, GCE A level etc		✓	A/I

Skills and Attributes	Essential	Desirable	Assessment
Ability to establish good working relationships and effective teamwork	✓		A/I
Good communication skills	✓		A/I
Excellent role model for staff and students	✓		A/I
Innovatory approaches to curriculum delivery	✓		A/I
Ability to generate ideas and drive initiatives	✓		A/I
Willingness to contribute to extra-curricular activities	✓		A/I

Personal Qualities	Essential	Desirable	Assessment
High expectations of students and colleagues	✓		A/I
Highly motivated and able to motivate and inspire students	✓		A/I
Enthusiastic and committed	✓		A/I
A passion for teaching	✓		A/I
Open-mindedness	✓		A/I
A forward-thinking approach	✓		A/I
Excellent interpersonal skills	✓		A/I
Ability to be reflective and self-critical	✓		A/I
Display calmness under pressure	✓		A/I
Potential for further promotion		✓	A/I
Have an understanding of the contextual needs of our students	✓		A/I
A commitment to the ethos, policies and procedures of the school	✓		A/I
Charismatic - having 'a presence'		✓	A/I
Willingness to take on other roles and responsibilities within the department	✓		A/I

Assessment Key

A Application Form

I Interview