

Post:	Teacher
Salary:	Upper Pay Scale, range 1-3
Line Manager:	Executive/Academy Head

Supervisory responsibility:

The postholder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities.

Base:

Based at their current academy but is required to work at any academy where Link Academy Trust business is conducted that is within reasonable distance of the academy base.

Principle role:

- Demonstrating effective practice and helping others to evaluate the impact of their teaching on learners' achievement. Coaching and mentoring new members of staff
- Make a significant contribution to school development, including being a role model for learners and other staff. Lead proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- To maintain consistently high standards in relation to all aspects of the *Teacher Standards*. Lead responsibility for promoting and safeguarding the welfare of children and young people within the school
- Contribute significantly to implementing workplace policies
- Make a significant contribution to the wider aspects of school life

Main responsibilities

All teachers are required to carry out the duties of a school teacher as set out in the current [School Teachers Pay and Conditions Document](#). Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher [standards](#) as part of the appraisal process as relevant to their role in the school. If working in one of the Link Academy Trust's Church Schools, actively support the Christian distinctiveness and ethos of the school.

Teaching and learning

- Consistently plan and teach excellent lessons
- Work effectively as part of a team, supporting the Academy Head and ensuring consistency across school
- Set and model high expectations which inspire, motivate and challenge staff and pupils
- Develop and demonstrate expert knowledge through curriculum/subject leadership, inspiring colleagues and establishing a progressive and sequential curriculum across school; lead on development through staff training and INSET
- Effectively work across school to support colleagues; monitor and evaluate teaching and learning reporting findings to the Academy Head
- Be highly competent in use of local and national data and assessment. Support colleagues in demonstrating analytical thinking, reviewing and evaluating progress and attainment, and in setting challenging targets for all pupils
- Demonstrate through self-review, an effective evaluation of the impact of teaching
- Demonstrate in depth knowledge of how children learn and adapt teaching accordingly
- Engage with colleagues in review and evaluation of pupil progress and attainment
- Lead on moderation activities
- Demonstrate how teaching has been adapted to accommodate the needs of groups and individuals
- Initiate strategies to engage parents in their children's learning, especially hard to reach parents or those whose first language is not English
- Model high standards of literacy including the correct use of spoken English (whatever your specialist subject)

Behaviour and Safety

- Inspire and form positive relationships, steeped in respect across the school
- Lead the development of school culture; consistently demonstrate and model the positive attitudes, values and behaviours which are expected of pupils and staff
- Be highly competent in managing an effective learning environment so that all children are actively engaged in learning
- Model high standards of behavior management throughout school, supporting the resolution of whole school issues

Team working and collaboration

- Actively promote parental involvement and develop opportunities to involve them, facilitating opportunities to gather their views
- Lead on any relevant meetings/professional development opportunities at the school and within the Trust, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Identify opportunities for supporting colleagues and sharing the development of effective practice
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school Support the Academy Head in the development of the ASIP and wider curriculum opportunities

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Model the positive ethos and promote the values of the school
- Set an example in all aspects, share good practice and support other colleagues in maintaining the standards
- Be positive and encouraging during times of challenge
- Show full cooperation and support for colleagues with their teaching, subject leadership and other professional duties
- Show full cooperation and support for Academy Heads and other Senior Leaders, assisting them with school improvement, managing developments and change
- Form highly effective relationships with parents e.g. through good communication, listening to and acting upon concerns, providing professional support and guidance in respect to all aspects of school life
- Support new teachers with writing accurate, professional end of year reports
- Fully engage in reflection, self-evaluation and appraisal, recognising the need to base conclusions on robust evidence
- Take responsibility for own CPD through research and independent learning and actively participate in school based CPD to support school and personal professional improvement
- Be willing to support Parent Association activities by attending events
- Be willing to run an after school club or activity

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

Other duties:

You are required to undertake such other duties appropriate to the grade and content of the work as may reasonably be required of you. Therefore, the list of duties in this job profile should not be regarded as exclusive or exhaustive. Please note that, in consultation with you, the Trust reserves the right to update your job profile to reflect changes in, or to, your post.

Safeguarding

Safeguarding is the responsibility of all staff.

Code of conduct:

The trust expects all staff to ensure that their standards of conduct are, at all times, compliant with the Code of Conduct policy for employees.

Inclusivity:

The Trust believes that everyone has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued, and respected.

Data Protection:

You will be responsible for ensuring that workplace responsibilities, within the Trust, are carried out in compliance with the requirements of the General Data Protection Regulation, the Data Protection Act and the Employment Practices Data Protection Code 2002, especially concerning confidentiality, treatment of personal information and records management.

Disclosure Service Certification from the Disclosure and Barring Service:

Trust staff are required to hold Disclosure Service certification from the Disclosure and Barring Service (DBS). The Trust is a registered body with the Disclosure Service.