

# Teacher (inc. Unqualified Teachers) Job Description

May 2025



**The Stour Academy Trust**

# Introduction

***“The future should not just happen to us,  
we should create it”***

Established in 2012, The Stour Academy Trust is a primary school only Trust, for children aged 4-11 years. The well-being of our pupils is our number one priority. Our foundations have been grown first before expansion. We will only expand when we have the capacity to do so.

## **Our Vision**

The Stour Academy Trust recognises that our education system needs to quickly and more radically shift to close equity gaps and to better prepare our young people for the 21<sup>st</sup> century. We are transforming our schools from passive forms of learning focused on direct instruction and memorisation, by moving towards interactive methods that promote the critical and individual thinking needed in today’s innovation-driven economy.

Our pedagogical model combined with the intentional deployment of technology will help us deliver personalised learning in an enabling environment. Technology will accelerate our progress but will not be the driver of our vision.

We aim to nurture a community of learners that challenge thinking, where our staff are empowered to take risks and develop their practice to meet the needs of an evolving school system, which is not held back by traditional restrictions and ideologies.

By limiting routine or unnecessary tasks we allow professionals to focus on learning behaviours and interactions which will promote emotional intelligence and the development of children as life-long, curious learners.

There will be no barriers to achievement within our learning community and our teachers will build strong relationships that facilitate the learning of others. Collaboration will open doors, minds and possibilities and enable individuals to meet their personal goals.

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# **Teacher**

## **Main Purpose of the Role**

The primary purpose of the Teacher role at the Stour Academy Trust is to deliver high-quality, inclusive, and adaptive teaching and learning experiences that align with the school's vision and values. As a member of the teaching staff, the Teacher will be responsible for planning, delivering, and assessing lessons that challenge and engage pupils, while fostering a nurturing and supportive learning environment. The Teacher will play a vital role in shaping the educational journey of the school's pupils and contributing to the overall success and growth of the Stour Academy Trust.

## **Key Responsibilities and Duties**

### **Teaching and Learning**

- Plan and deliver well-structured, engaging lessons that cater to the diverse needs and abilities of pupils, and is inclusive in every aspect
- Utilise a range of teaching strategies, including the innovative use of digital technology, to create personalised learning experiences
- Promote a love of learning and intellectual curiosity among pupils
- Assess pupils' progress, provide regular feedback, and use data to inform future planning and support individual learning needs
- Adapt teaching methods and resources to respond to the strengths and needs of all pupils, including those with special educational needs, high ability, English as an additional language, or disabilities

### **Curriculum and Assessment**

- Contribute to the design and delivery of an engaging, 21st-century curriculum
- Ensure compliance with statutory assessment requirements and effectively use formative and summative assessment to track pupil progress
- Provide regular feedback to pupils, both orally and through accurate marking, which will facilitate progress for all.

### **Behaviour and Classroom Management**

- Establish and maintain clear rules and routines for behaviour in the classroom, promoting good and courteous conduct
- Manage classes effectively, using appropriate strategies to engage and motivate pupils
- Foster positive relationships with pupils, exercise appropriate authority, and act decisively when necessary to ensure a safe and productive learning environment

### **Whole-School Contribution**

- Contribute to the development, implementation, and evaluation of the school's policies, practises, and procedures to support the school's vision and values
- Make a positive contribution to the wider life and ethos of the school
- Collaborate with colleagues and other relevant professionals to secure coordinated outcomes for pupils

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### **Professional Development**

- Participate in the school's appraisal procedures and engage in further training and development to improve teaching practice
- Where appropriate, take part in the appraisal and professional development of other teachers and support staff

### **Skills and Competencies**

- Strong subject and curriculum knowledge, with the ability to effectively impart knowledge, develop understanding, and stretch and challenge pupils from all backgrounds.
- Excellent classroom management and behaviour management skills, with the ability to create a positive, engaging, and safe learning environment
- Proficiency in using a range of teaching strategies and adaptations, including the innovative integration of digital technology, to cater to diverse learning needs
- Effective assessment and data analysis skills, with the ability to use assessment to track progress and inform future planning
- Strong interpersonal and communication skills, with the ability to build positive relationships with pupils, parents, and colleagues
- Adaptability and flexibility, with the ability to respond to the changing needs of pupils and the school environment
- Commitment to continuous professional development and a passion for improving teaching practice

### **Safeguarding**

Stour Academy Trust is committed to safeguarding and promoting the welfare of children and young people.

The Teacher will be expected to:

- Work in line with the school's safeguarding and child protection policies and procedures
- Collaborate with the designated safeguarding lead to ensure the best interests of pupils are prioritised
- Maintain a vigilant and proactive approach to safeguarding, reporting any concerns to the appropriate authorities
- Participate in relevant safeguarding training and updates to ensure a thorough understanding of child protection responsibilities
- Promote a culture of safety, wellbeing, and care throughout the school community

**The duties above are neither exclusive nor exhaustive  
and the post holder may be required by the  
Headteacher to carry out appropriate duties within the  
context of the job, skills and grade.**

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