



## Teacher KS1/2 Job Description

**Post Title:** Teacher

**Reporting to:** Senior Leadership Team

**Salary:** 31,000-36,000 dependants on experience

**Contract:** Full-Time, Permanent

**Start Date:** Immediate (01/06/2026) **and** September 2026

(Please note: the confirmed school site will be communicated once finalised. All roles will be based within Plymouth)

**School:** Phoenix Bay (Plymouth)

**Location:** Plymouth (exact site to be confirmed)

### About Phoenix Bay

Phoenix Bay is opening a new school in Plymouth. We work with children who need education to feel safe, relational and meaningful before it can be academic. Our approach is trauma-informed, restorative and rooted in high expectations, consistency and care.

This is a unique opportunity to join a school at an early stage and help shape its culture, curriculum and daily practice from the ground up.

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### Job Purpose

The teacher will play a key role in establishing high-quality teaching and learning across KS1 and KS2 while contributing to the wider leadership of the school.

The post holder will:

- Ensure students attain the highest possible standards in all aspects of school life
  - Secure consistency, continuity and progression in planning, teaching and assessment
  - Take responsibility for students' safety, welfare and emotional regulation
  - Model excellent classroom practice
  - Have impact beyond their own classroom
  - Line manage and appraise identified staff
  - Always support the smooth and effective running of the school
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## What We Can Offer You

- The opportunity to be part of a new and growing school community, with genuine influence over how the school develops and evolves
  - A strong, happy and experienced staff team
  - Access to high-quality CPD and training, including but not limited to:
    - Trauma-Informed Practice
    - Safeguarding (Level 3)
    - Prevent Training
    - Emotion Literacy
    - Understanding Adverse Childhood Experiences (ACEs)
    - Total Communication
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## Professional Duties

In line with the School Teachers' Pay and Conditions Document and Teachers' Standards, the post holder will fulfil the full role of a teacher, including the responsibilities outlined below.

## Generic Responsibilities

### **The post holder will:**

- Uphold Phoenix Bay's ethos and values consistently
  - Adhere to all school policies and procedures
  - Work cooperatively and professionally with all stakeholders
  - Build positive, respectful relationships with students at all times
  - Follow safeguarding and child protection procedures rigorously
  - Communicate with colleagues in a polite, solution-focused manner
  - Contribute positively to staff development and performance review processes
  - Support visitors in a way that enhances the school's reputation
  - Actively seek to improve the quality of the school's provision
  - Present themselves in a professional manner aligned with the school's expectations
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## Teaching and Learning Responsibilities

### ***Relationships and Classroom Culture***

- Build strong, trusting relationships with children
- Set high expectations that motivate and challenge all learners
- Maintain a safe, calm and stimulating learning environment
- Model the attitudes, values and behaviours expected of students

## **Student Progress**

- Ensure students make at least expected progress
  - Be accountable for attainment and outcomes
  - Know when and how to intervene effectively
  - Use planning that builds on prior knowledge and individual needs
  - Support students to reflect on their progress
  - Apply a strong understanding of how children learn
  - Promote responsibility and pride in learning
  - Maintain high standards of behaviour using PACE, trauma-informed and restorative approaches
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## **Subject and Curriculum Knowledge**

- Demonstrate strong subject and curriculum knowledge
  - Foster curiosity and engagement across the curriculum
  - Address misconceptions effectively
  - Promote high standards of literacy and spoken language
  - Demonstrate secure understanding of systematic synthetic phonics
  - Model effective approaches to teaching mathematics
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## **Effective Classroom Practice**

- Plan and deliver consistently good or better lessons
  - Use lesson time effectively to deepen understanding
  - Promote a love of learning and intellectual curiosity
  - Plan enrichment and out-of-class activities
  - Reflect on and share effective practice
  - Contribute to curriculum design and development
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## **Inclusion and SEND**

- Adapt teaching to meet diverse needs
  - Use effective differentiation strategies
  - Understand barriers to learning and how to overcome them
  - Demonstrate strong knowledge of child development
  - Meet the needs of students with SEND, EAL, high ability and disabilities
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## **Assessment for Learning**

- Use formative and summative assessment effectively
- Understand statutory assessment requirements
- Analyse data to inform planning and intervention

- Provide clear, regular feedback
  - Support students to respond to feedback
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## **Behaviour Management**

- Maintain clear routines and expectations
  - Promote positive behaviour in line with the school's Code of Conduct
  - Use praise, sanctions and rewards consistently and fairly
  - Build respectful relationships while exercising appropriate authority
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## **Wider Professional Responsibilities**

- Contribute positively to the wider life of the school
  - Work collaboratively with colleagues
  - Deploy support staff effectively
  - Support the professional development of others
  - Communicate effectively with parents and carers
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## **Leadership and Management**

- Support and promote the school's vision and ethos
  - Contribute to school improvement planning
  - Support self-evaluation, monitoring and improvement
  - Promote inclusive practice
  - Support curriculum innovation and cross-curricular approaches
  - Act as a role model for staff
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## **Monitoring, Assessment and Resources**

- Support tracking and monitoring of student progress
  - Review planning, work and assessment
  - Support effective deployment of staff and resources
  - Manage curriculum resources and budgets where appropriate
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## **Staff Development**

- Identify training needs
  - Support colleagues through mentoring and coaching
  - Keep up to date with curriculum developments
  - Share best practice across the team
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## **Review of Performance**

Performance will be reviewed through the school's performance management process and aligned to school improvement priorities.

The job description may be amended following consultation.

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## **Why Join Phoenix Bay?**

- Be part of a new school opening, with genuine influence over culture and practice
  - Work within a values-led, trauma-informed team
  - Receive strong leadership support, supervision and CPD
  - Make a meaningful difference to the lives of young people who need it most
  - Help shape a school where safety, dignity and ambition sit side by side
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## **Person Specification**

### **Essential Criteria**

- Qualified Teacher Status (or equivalent)
- GCSE Grade C / 4 or above in English and Maths
- Experience teaching across KS1 and/or KS2
- Strong classroom practice or clear potential to become outstanding
- Commitment to safeguarding and child welfare
- Strong organisational and communication skills
- Ability to work collaboratively
- Commitment to trauma-informed and restorative practice

### **Desirable Criteria**

- Experience working with children with SEMH or additional needs
  - First Aid qualification
  - Postgraduate or specialist qualification
  - Experience supporting curriculum leadership or staff development
  - Knowledge of relevant legislation and educational frameworks
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## **Safeguarding Statement**

Phoenix Bay is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. This role is subject to an enhanced DBS check and satisfactory references.

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## **How to Apply**

To apply, please send your completed application form to **hello@phoenixbay.co.uk**.

For more information, visit **www.phoenixbay.co.uk**.

*Join Phoenix Bay School — where we are more than just a school.*