



Teacher KS3/4 Job Description

Post Title: Teacher

Reporting to: Senior Leadership Team

Salary: 31,000-36,000 dependant 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.

Job Purpose

The teacher will play a key role in establishing high-quality teaching and learning across KS3 and KS4 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

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

Professional Duties

In line with the current Pay and Conditions Agreement and Teachers' Standards, the post holder will fulfil the role of Class Teacher.

Generic Responsibilities

- Uphold Phoenix Bay's ethos and values at all times
- Follow all school policies and procedures
- Work cooperatively and professionally with all stakeholders
- Interact with students in a courteous, positive, caring and responsible manner
- Follow safeguarding and child protection procedures, ensuring students' safety and wellbeing are never compromised
- Communicate positively, professionally and respectfully with colleagues
- Take an active role in staff development and annual review procedures
- Work with visitors in a way that enhances the reputation of the school
- Seek continuous improvement in the quality of the school's provision
- Present oneself in a professional manner consistent with the school's values

Specific Responsibilities

Teaching

- Build positive relationships with students, setting high expectations and motivating learners
- Maintain a safe, calm and stimulating learning environment rooted in mutual respect
- Set ambitious targets that challenge all students
- Model positive attitudes, values and behaviour consistently

Student Progress

- Ensure students make at least expected progress
- Be accountable for attainment and outcomes and intervene effectively where needed
- Plan teaching that builds on students' prior knowledge and capabilities
- Support students to reflect on their progress and identify next steps

- Demonstrate a strong understanding of how students learn and apply this in practice
- Encourage responsibility and pride in learning

Subject and Curriculum Knowledge

- Demonstrate secure and up-to-date subject knowledge
- Foster students' interest and address misconceptions effectively
- Promote high standards of literacy, articulacy and standard English
- Demonstrate understanding of appropriate teaching strategies in English, mathematics and wider curriculum areas

Effective Classroom Practice

- Plan and deliver well-structured lessons of consistently good or better quality
- Use lesson time effectively to impart knowledge and deepen understanding
- Promote curiosity, engagement and a love of learning
- Reflect on practice and share effective strategies with colleagues

Diversity and Special Educational Needs

- Adapt teaching to meet the needs of all students
- Use appropriate differentiation strategies to support inclusion
- Understand barriers to learning and how to overcome them
- Demonstrate strong awareness of students' developmental needs
- Support learners with SEND, EAL, disabilities and additional needs

Assessment for Learning

- Use formative and summative assessment effectively
- Analyse data to monitor progress and inform planning
- Provide regular, meaningful feedback and support students to respond to it

Managing Behaviour

- Maintain clear and consistent routines
- Promote positive behaviour in line with the school's behaviour framework
- Use praise, sanctions and rewards fairly and consistently
- Build respectful relationships and act decisively when required

Wider Professional Responsibilities

- Contribute positively to the wider life and ethos of the school
- Support colleagues through collaboration and shared practice
- Deploy support staff effectively
- Communicate effectively with parents and carers regarding progress and wellbeing

Leadership and Management (where applicable)

- Support and promote the school's vision and ethos
- Contribute to school improvement planning
- Support self-evaluation and quality assurance processes
- Promote cross-curricular approaches
- Act as a positive role model for teaching and behaviour

Performance Review

Performance management will focus on the post holder's responsibilities and professional development, aligned with school improvement priorities.

This job description may be reviewed and amended following consultation with the post holder.

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

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.

Person Specification

Job Title: Teacher (KS3/4)

Essential

- Qualified Teacher Status (or equivalent)
- GCSE Grade C / 4 or above in English and Maths
- Strong organisational and communication skills
- Commitment to safeguarding and student welfare
- Ability to work collaboratively as part of a team
- High expectations of students and self

Desirable

- Experience working with students with SEMH needs
- Knowledge of assessment, recording and reporting
- First aid qualification
- Knowledge of current examination specifications
- Postgraduate or specialist SEND qualification

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.