

Teaching at Dame Allan's Schools

Dame Allan's has a staff of highly qualified and enthusiastic teachers who first and foremost nurture the personal and academic development of each pupil. The teaching staff comprises 70 full-time and 24 part-time staff in the Senior Schools; there are a further 22 full-time and 4 part-time teachers in the Junior School. Teachers are hired for their subject expertise with the expectation that they will also provide outstanding pastoral care to our pupils, for which we are renowned. Teaching groups are smaller than the maintained sector, typically beginning with junior school classes of between 15 pupils (EYFS and Key Stage 1) and 20 pupils (Key Stage 2), increasing to no more than 24 pupils per class in Years 7-11 and averaging 10-12 at Sixth Form.

At Dame Allan's, teachers inspire pupils to aim high through excellent teaching, employing creativity and dynamism in the classroom with sharing of practice and collaborative working among staff. Our facilities, resources and positive, pupil-first ethos make for a happy working and learning environment.

Teachers are paid at the national rate with an additional Dame Allan's allowance. School holidays are longer than those in the state sector. Free school lunches are offered to staff during term-time and staff rooms have complimentary refreshments. All teachers are provided with their own Chromebook. Our staff well-being programme includes an annual health assessment, on-site nurse and fitness classes. Teaching staff are enrolled in the Teachers' Pension Scheme and receive a generous discount on school fees. We expect our teachers to be committed to their own professional development and as such provide ample opportunities for CPD.

The Principal's expectations of all teaching staff:

- ❖ Demonstrate a passion for your subject and promote this positively through your teaching, striving for excellence in your own knowledge and practice, expecting the same from every pupil.
- ❖ Remain reflective in your teaching, seeking continuous professional development and being open to changes in the wider profession, sharing your work with others and adapting their ideas to enrich your own.
- ❖ Regularly evaluate your teaching practice as part of a professional review process.
- ❖ Plan, prepare and deliver highly effective lessons to promote excellent pupil progress.
- ❖ Regularly set, mark and provide effective feedback on classwork and homework to promote pupil progress.
- ❖ Differentiate work to ensure inclusion and drive aspiration for all pupils including those recognised as more able, gifted and talented.
- ❖ Maintain a safe and effective working environment, and promote positive values and behaviours in pupils.
- ❖ Be vigilant and consistent in ensuring that pupils are always safe and secure, in line with the Schools' safeguarding policy.
- ❖ Liaise with parents when appropriate and attend all relevant parents' evenings.
- ❖ Complete reports to a high standard and according to school guidance.
- ❖ Attend training days, departmental meetings, and whole school meetings and briefings as directed. This is in addition to Open Days, Speech Day, Carol and Founder's Day Services.
- ❖ Undertake cover and invigilation duties, and supervise pupils in accordance with the staff duty rota.
- ❖ Understand and follow department policies, programmes of study and schemes of work.
- ❖ Contribute to the development of departmental resources and work to support the department head.
- ❖ Have secure and up-to-date knowledge of examination board requirements.
- ❖ Fulfil the role of form tutor.
- ❖ Contribute to the Schools' extra curricular programme in areas such as sport, drama, music, clubs, etc.