

Job Description

Job title: Teacher
Salary range: M1-M9
Accountable to: ALL or LL

Job Purpose

To enable all students to make as much progress as possible, and to develop as confident, well-educated and happy young people.

Main Responsibilities

- Under the reasonable direction of the Principal, to carry out the professional duties of a school teacher as set out in the Teachers' Standards
- To implement and deliver an appropriately broad, balanced and differentiated curriculum for students
- To monitor and support the overall progress and development of students as a teacher and base group tutor

Specific Responsibilities

1. Subject specialist teacher

With the support and supervision of senior staff, the teacher will:

- take overall responsibility for the performance and progress of students taught including published exam outcomes
- ensure that students understand the requirements and learning outcomes for their subject, and to assess record and report on students' progress
- ensure that students meet their goals, alerting the base group tutor to any risks to students achieving these
- maintain discipline in accordance with the school's procedures and expectations
- recognise and take account of students' different learning styles and needs when planning and leading teaching sessions
- encourage students to explore and evaluate different learning strategies within their subject
- contribute to the development of good practice and the regular review of their curriculum area to ensure that learning is good or outstanding
- contribute to school-wide initiatives in their subject
- contribute to the programme of extra-curricular activities, enrichment events, and visits and journeys in their subject

- make effective use of data to diagnose and track student performance in order to raise attainment
- take account of the needs of all students taught, including SEN, EAL, disadvantaged and more able students
- work collaboratively with colleagues to prepare students for public examinations, including contributing to exam preparation and revision sessions
- undertake marking and moderation and provide information for exam entries in line with school and statutory requirements

2. Base Group Tutor

With the support and supervision of the senior staff, the teacher will take responsibility for the learning outcomes of a base group of students. In this role they will:

- conduct tutorial sessions and twice yearly progress and development reviews with each of their tutees in accordance with the school's guidelines, including the delivery of PSHE
- track the weekly progress of each student and take action if goals are not being reached, including contacting parents/ carers
- review each student's social and personal development progress, recommend goals and strategies, and record progress as appropriate

3. Other responsibilities

All teachers will:

- undertake other duties commensurate with the status of the post as may from time to time be determined by the Principal
- participate fully in the school's Performance Management programme
- continue personal development through the school's CPL programme
- ensure that the school's Equal Opportunities Policy is implemented across the subject area(s) and contribute to its regular review
- carry out supervisory duties in accordance with the published duty rotas
- play a full part in the life of the school community, to support its mission and ethos, and to encourage staff and students to follow this example

It is understood that the need to consider any major change in the manner and scope of responsibilities mentioned above will be through negotiation between the postholder and the Principal.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Person Specification

Professional Attributes

The teacher will:

- be a good or outstanding teacher within their curriculum area
- model good practice alongside teaching colleagues and teaching assistants, demonstrating the values and behaviours required in the school
- understand and be able to communicate the vision for the school within their curriculum area
- be willing to collaborate as appropriate with staff from other academies in Tove Learning Trust
- be a good team player who contributes positively to teams within the school
- respond positively to change, development and transition
- put students and their needs at the heart of all decisions made with regard to their teaching and tutoring
- contribute to the creation of a culture of respect, optimism, celebration and mutual support throughout the school
- promote equality within and value the diversity of the school community
- contribute to a culture of high expectations amongst students and staff within their curriculum area, both academic and in terms of behaviour and attitudes
- be enthused and excited by the possibilities of working in a the school

Skills and Experience

The teacher will have:

- Qualified Teacher Status
- good specialist subject knowledge
- evidence of recent relevant professional development, either through training employment
- excellent attendance and punctuality
- a high standard of written and oral communication
- a good level of competency in ICT
- an understanding of contributing to curriculum planning and development, including the deployment of resources
- potential for further career progression in education