

## **JOB DESCRIPTION**

Post Title: **TEACHER**

### **Purpose:**

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/Form Tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of students attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

**Line Manager:** Director

**Responsible for:** The provision of a full learning experience and support for students.

**Liaising with:** Head/Deputies, teaching/support staff, LA representatives, external agencies and parents.

**Disclosure level:** Enhanced

**Code of Conduct** All staff are expected to adhere to our dress code which is a professional appearance. The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

## **MAIN (CORE) DUTIES**

### **Operational/ Strategic Planning:**

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies within the Curriculum Team.
- To contribute to the Curriculum Team's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

### **Curriculum Provision:**

- To assist the Director to ensure that the curriculum area provides a range of

teaching which complements the school's strategic objectives.

**Curriculum Development:**

- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's aims and development plan.

**Staff Development:**

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

**School Standards:**

- To help to implement school standards and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum team in line with agreed school procedures, including evaluation against school standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

**Management Information:**

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

**Communication:**

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

**Marketing and Liaison:**

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

#### **Management of Resources:**

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Director to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, team and the students.

#### **Student Support:**

- To be a form tutor (if necessary) to an assigned group of students.
- To promote the general progress and well-being of individual students and of the form group as a whole.
- To liaise with the Heads of Year to ensure the implementation of the school's student support.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and citizenship and enterprise according to school policy.
- To apply the Behaviour for Learning system so that effective learning can take place.

#### **Teaching:**

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.

- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, team and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

**Other Specific Duties:**

- To play a full part in the life of the school community, including extra-curricular contribution, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To support the school in meeting its legal requirements for worship.
- To promote actively the school's policies.
- To continue personal development as agreed.
- To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by STPCB not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. This job description is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job which are commensurate with the salary and job title.

## PERSON SPECIFICATION – TMS

Qualifications			
	Essential	Desirable	Evidence
QTS	✓		Certificate / GTC Registration
A suitably qualified graduate in a related discipline	✓		Application form References Interview
Totally committed to equal opportunities	✓		
Teaching Experience			
	Essential	Desirable	Evidence
Experience of 11-16	✓		Application form References Interview
Experience of teaching A Level		✓	
Excellent value added	✓		
Able to assimilate school and team policies and contribute towards their development	✓		
Commitment to raising attainment for all learners	✓		
Classroom Practice			
	Essential	Desirable	Evidence
Excellent Classroom Practitioner	✓		Lesson Observation
Personal Qualities			
	Essential	Desirable	Evidence
Evidence of being a life-long learner	✓		Application form References Interview
Ability to work effectively even when under pressure	✓		
Ability to meet deadlines	✓		

Personal Qualities (Cont'd)			
	Essential	Desirable	Evidence
Good interpersonal skills	✓		Application form References Interview
ICT literate	✓		
A high standard of communication skills	✓		
Commitment to comprehensive education	✓		
Adaptable, flexible and a willing member of the team	✓		
Someone who enjoys teaching	✓		
Suitable to work with children and young people	✓		
Skills			
	Essential	Desirable	Evidence
A willingness to contribute to extra-curricular activities	✓		Application Interview

In addition to candidates ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children or young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.