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| *“Be Brilliant Today”* | **Head of Philosophy and Ethics**  Required for ASAP or September 2022. |

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| **Post:** Head of Philosopy and Ethics  **Hours and Basis**: Full Time  **Salary Range:** Teachers main 1-6/UPS1-3 Plus TLR2b currently £4,854 per annum  **Responsible to :** Vice Principal, Executive Principal |

Teaching at Bexhill Academy:

Teachers at Bexhill Academy make the education of their pupils their first concern. Teachers at Bexhill seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research. Bexhill Academy teachers demonstrate consistently high standards of personal and professional conduct.

Head of Philosphy and Ethics.

**Principle Accountabilities:**

1. Lead and develop all aspects of philosophy and ethics within the Academy.
2. Provide high quality leadership of the delivery of philosophy and ethics.
3. Contribute to the middle leadership capacity of the Academy.

Philosophy and Ethics Specific:

* To nurture each student’s individual beliefs, values, morality and spiritually regardless of individual faith or culture, encouraging dialogue and mutual respect.
* To encourage students to study, investigate and reflect on the impact of their personal faith, respond to its relevance in daily life, particularly towards social responsibility.
* To deepen students’ awareness of world faiths, developing sensitivity towards their cultural and social dimensions.
* To create a relaxed, informal, learning environment, in which students can feel comfortable to express their thoughts and opinions, using teaching approaches that are lively, fun and stimulating.

Main Activities and Responsibilities

Main duties and responsibilities are indicated here. Other duties at an appropriate level and nature may also be required.

**Leadership of Philosophy and Ethics**

* Lead and manage the day to day running of the Department.
* Facilitate the growth of the department within the Academy.
* Be responsible for developing and raising the level of attainment in religion, philosophy and ethics, in accordance with Academy targets and expectations.
* Monitor the quality of teaching and learning within the department.
* Monitor and Identify under achieving pupils from performance data.
* Address underachievement through contributing to Academy strategy, as well as sharing the development and implementation of Department strategies and approaches.

**Job Description: All Teachers**

**Set high expectations, which inspire, motivate and challenge pupils**

* Establish a safe and stimulating environment for pupils of all abilities, needs and ages, rooted in and encouraging mutual respect that significantly develops learning
* Set goals and targets based on an in depth knowledge of individual and groups of pupils that enthuse, motivate and challenge all pupils
* Effectively promote and demonstrate the positive attitudes, values and behaviour, which are expected of pupils.

**Promote good progress and outcomes by pupils**

* Be accountable for continuously high levels of pupils’ attainment, progress and outcomes
* Demonstrate a clear knowledge of pupils’ individual capabilities, and their prior knowledge and plan teaching to build on these. Create opportunities for pupils to reflect on the progress they have made and enable them to set individual targets to significantly develop their performance
* Demonstrate excellent knowledge and understanding of how pupils learn and how this impacts on teaching, implementing this in classroom teaching and sharing this with other staff
* Inspire pupils to take a responsible and conscientious attitude to their own work and study, enabling them to help develop as independent learners and support the learning of others

**Demonstrate good subject and curriculum knowledge**

* Have an up to date and excellent/extensive knowledge of the curriculum, including the different types of qualifications and specifications and their suitability for meeting learners’ needs in order to foster, and maintain pupils interest in English and address misunderstanding.
* Demonstrate a critical understanding of developments in the subject and Curriculum area and promote the value of learning.
* Promote collaboration and develop high standards of literacy, articulacy and the correct use of standard English, in your subject area and cross curricular activities

**Plan and teach well-structured lessons**

* Embed knowledge and develop high levels of understanding through clear and effective objectives and effective pace of learning in lesson time
* Promote and encourage a love of learning and stimulate and develop children’s intellectual curiosity.
* Set challenging and differentiated Independent learning (Homework) using the Knowledge Organiser and other resources and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
* Reflect systematically on the effectiveness of lessons and approaches to teaching, collaboratively developing own and other’s teaching practice to improve the learning of pupils

**Make accurate and productive use of assessment**

* Use effective assessment processes within the relevant subject and curriculum areas, including statutory assessment requirements to develop learning
* Make effective use of formative and summative assessment to ensure high levels of pupils’ progress in line with the Academy assessment and marking structures.
* Effectively use relevant data to monitor progress, set targets, and plan subsequent lessons for the promotion of high levels of learning
* Give individual pupils regular, effective feedback, both orally and through a range of marking and feedback strategies, enabling pupils to respond to the feedback

**Manage behaviour effectively to ensure a good and safe learning environment**

* Model effective routines for behaviour in classrooms that promote learning, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy’s engagement for Learning (behaviour policy)
* Model and have, high expectations of behaviour, and implement a framework for discipline with a range of strategies, using praise, sanctions and the Carrot Rewards System consistently and fairly
* Manage all classes effectively, using a range of approaches, which are appropriate to pupils’ needs in order to involve, motivate and engage them. Improving standards of achievement
* Maintain excellent relationships with pupils, exercise appropriate authority, and act decisively when necessary.

**Fulfil wider professional responsibilities**

* Make a positive and effective contribution to the wider life and ethos of the Academy, encouraging others to do the same
* Develop effective professional relationships with colleagues, knowing how and when to draw on and give advice and specialist support
* Deploy support staff effectively within your lessons to maximize student achievement
* Take responsibility for improving teaching and learning through appropriate professional development, responding to advice and feedback from colleagues
* Communicate effectively with parents to develop pupils’ achievements and well-being.

**Person Specification**:

**Education and Training** Qualified Teacher Status

First/Second Class Degree.

Appropriate additional qualifications,

Evidence of further professional development

**Experience** Experience of teaching Philosophy and Ethics to Key Stage 3 and 4. Including at GCSE or equivalent level.

**Skills and Knowledge** Excellent subject knowledge

Good ICT skills and their application to the teaching of Media and English

To be organized and able to maintain accurate records

To be able to think and plan strategically and manage change

To be aware of educational developments in the teaching of religion, philosophy and ethics.

To have the ability to reflect on your own practice.

**Personal Qualities** To be hardworking and committed to the vision of the Academy

To have a willingness to learn and develop new skills

To have the ability to work with initiative

To have the ability to work as an individual and as a part of a team

To be focused, aspirational, independent and resilient

To aspire to “Be Brilliant Today” in all that you do