



## Job Description

**JOB TITLE:** Science Teacher (two posts)

**GRADE:** MPS / UPS + SEN Allowance

**RESPONSIBLE TO:** Headteacher and Key Stage Lead

**JOB PURPOSE:** The successful candidate will deliver an outstanding, broad and balanced curriculum for our learners including GCSE study. We use a carefully sequenced and personalised approach that maintains age related expectations while intervening to ensure every learner can access the curriculum and become ready for the future world of work. We use a relational approach to behaviour. Teachers work closely with our Personal Development Team to ensure that learners get the social and emotional support needed to enable them to succeed academically.

Our Team work together in school and across the Trust, sharing their experience, reflecting on best evidence-based research and innovating to discover pedagogies that work for each learner.

### **MAIN RESPONSIBILITIES:**

#### **Teaching**

- Plan work in accordance with RTMAT schemes of work and National Curriculum programmes of study.
- Liaise with relevant colleagues on the planning or units of work for collaborative delivery.
- Work in collaboration with Personal Development Leads, SENCO and other support staff.
- Consider student's prior level of attainment and use them to set targets for future improvements.



- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the RTMAT behaviour policy.
- Set appropriate and demanding expectations for students' learning, motivation and presentation of work.
- Planning, implementation and delivery of specific programmes to develop progression for young people with SEN.

### **Assessment, Recording & Reporting**

- Maintain notes and plans of lessons undertaken and records of students' work.
- Marking and assessment pupils work on a regular basis in accordance with RTMAT policies and procedures.
- Keeping accurate records of each individual pupil's progress.
- Carry out assessment programmes such as reports as agreed by RTMAT.
- Organising the displaying of pupils work in and around particular Teaching areas and / or other places as required.
- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students.
- Ensuring that learning resources are used effectively.
- Maintaining the tutor group register in accordance with River Tees Multi Academy Trust policies and legal requirements.

### **Pastoral Work**

- Undertake responsibility for a tutor group as required including tutor/student interviews.
- Be the first point of contact for parents of students in the tutor group.
- Monitor (and set targets for) the social and academic progress of individuals in the tutor group.
- Promote good attendance and monitor in accordance with the school's attendance policy.
- Follow RTMAT procedures and National Guidance on 'Keeping Children Safe in Education'.



## **Professional Standards**

- Support the aims of RTMAT to promote a 'learning community'.
- Treat all members of the community, colleagues and students, with respect and consideration.
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of RTMAT by attendance at and participation in events such as open evenings, options evenings and the like (as appropriate to responsibilities).
- Support the ethos of RTMAT by upholding the Code of Conduct, uniform rules, etc.
- Take responsibility for own professional development and participate in staff training when provided.
- Reflect on own practice as well as the practices of RTMAT with aim of improving all that we do.
- Read and adhere to the various RTMAT policies as expressed in the School Improvement Plan, the staff handbook, subject team/year team documentation, etc.
- Participate in the development and management of the School by attending various team and staff meetings.
- Undertake professional duties that may be reasonably assigned by the headteacher (e.g. cover, etc.)
- Be proactive and take responsibility for matters relating to health and safety.

## **General/Miscellaneous**

The above duties and responsibilities cannot totally encompass or define all tasks which may be required of the post holder. The outlined duties and responsibilities may, therefore, vary from time to time without materially changing either the character or level of responsibility; these factors are reflected in the post grade.

All employees are expected to demonstrate a commitment to the principles of equal rights both in relation to employment issues and service delivery and to adhere to the policies of River Tees Multi Trust in performance of their duties.



All employees are expected to respect all confidentiality and principles and practice of the Data Protection Act. All post holders are required to comply with Health and Safety policies and legislation.

You will be employed at River Tees Multi-Academy Trust, based in Middlesbrough. You may be required to work at any other of the RTMAT establishments.

Please send completed application forms to [HR@rtmat.org.uk](mailto:HR@rtmat.org.uk)

## Person Specification

### Science Teacher

Item	Essential	Desirable	Qualifications	Experience	Knowledge & Skills	Work Related Personal Qualities	Where Identified
QTS Status		✓	✓				Application Form
Degree or Equivalent	✓		✓				Application Form
Level 2 or equivalent in Subject	✓		✓				Application Form
Post QTS Qualification		✓	✓				Application Form
Research Qualification		✓	✓				Application Form
NPQH Status		✓	✓				Application Form
Higher Degree in Subject (MSc Level)		✓	✓				Application Form
SENCO		✓	✓				Application Form
Relevant knowledge in subject, national policy, pedagogy, classroom management strategies,	✓			✓			Application Form and Interview/Assessments

inspection findings and statutory requirements.							
Experience & knowledge of SENCO		✓		✓			Application Form, Interview/Assessments and References
Thorough understanding of curriculum development, timetabling and managing school resources to deliver an effective provision.	✓			✓			Application Form, Interview/Assessments and References
Proven ability to effectively keep abreast of academic and research thinking on how disaffected children can become successful learners	✓			✓			Application Form and Interview/Assessments
Experience of writing effective school self-evaluation and development plans	✓			✓			Application Form, Interview/Assessments and References
Evidence of successful leadership and delivery of teaching and learning	✓			✓			Application Form, Interview/Assessments and References
Experience of collecting, analysis and questioning performance data for the purposes of target setting, progress review and evaluation. Experience of monitoring and improving the quality of teaching	✓			✓			Application Form, Interview/Assessments and References

and learning efficiently productively.							
Presentation information to Governors and stakeholders.		✓		✓			Application Form and Interview/Assessments
Evaluating the impact of CPD activities for teachers.		✓		✓			Application Form and Interview/Assessments
Experience of performance management.		✓		✓			Interview/Assessments
Proven ability to deliver priorities agreed by the MAT.	✓				✓		Application Form and Interview/Assessments
A high level of understanding of, and competent use of, ICT to aid and promote the quality of teaching, learning and administration	✓				✓		Application Form and Interview/Assessments
Excellent organisation and time-keeping skills.	✓				✓		Interview/Assessments and References
Well-developed interpersonal and communication skills.	✓				✓		Interview/Assessments and References
Proven ability to monitor and evaluate the work of others; to offer support and intervention where necessary.	✓				✓		Interview/Assessments and References
Proven ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance.	✓				✓		Interview/Assessments and References

Proven ability to lead an organisation successfully through a period of change.	✓				✓		Interview/Assessments and References
Ability to build a strong ethos in the school.	✓				✓		Interview/Assessments
Ability to work with parents to secure a good learning attitude and environment for students.	✓				✓		Interview/Assessments
Ability to critically evaluate current research, selecting best evidence-based practice to improve student outcomes.	✓				✓		Interview/Assessments
Knowledge of the curriculum coverage and outcomes expected across a range of Key Stages		✓			✓		Interview/Assessments
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards.	✓					✓	Interview/Assessments
Demonstrate personal and professional integrity, including modelling values and vision.	✓					✓	Interview/Assessments
Commitment to support the aims of the MAT.	✓					✓	Interview/Assessments