



David Ross Education Trust  
Broadening Horizons

# JOB DESCRIPTION

Job Title:

**Teacher of Science**

Location:

**Charles Read Academy**

**Job Purpose:**

To be an effective teacher (and tutor) who supports and challenges all students to achieve their full potential with their subject.

**Background:**

The David Ross Education Trust (DRET) is a network of academies with a geographical focus on Northamptonshire, Leicestershire, Lincolnshire, Yorkshire/Humberside and London.

Our aim is to be the country's leading academy chain, committed to delivering the highest educational standards alongside an unrivalled package of sporting and cultural enrichment.

**Reporting To:**

Head of Science

## KEY RESPONSIBILITIES

### MAIN RESPONSIBILITIES

- ★ To maintain a thorough and up to date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.
- ★ To plan lessons/activities/tutorials and sequences of lessons to meet students' individual learning needs
- ★ To use a range of appropriate strategies and follow Academy policies for teaching/tutoring, behaviour management and classroom management
- ★ To do all that you can to ensure that you safeguard and promote the welfare of students in the Academy
- ★ To set well-grounded consistent expectations for students in your classes and tutorial groups using information about prior attainment
- ★ To assess, monitor and record the progress of students in your classes (and tutorial groups) and give them clear and constructive feedback
- ★ To do all you can to ensure that, as a result of your teaching (and tutoring), the students in your classes achieve well in relative to their prior attainment, making progress as good as similar students nationally and in the Academy
- ★ To take responsibility for your own professional development and use the outcomes to improve your teaching (and tutoring) and your students' learning
- ★ To make an active contribution to the policies, aspirations and plans of your year group, and your curriculum team and of the Academy.

### TEACHING AND LEARNING

- ★ Developing a high quality ethos of learning amongst students based on high expectations and a shared vision
- ★ Developing innovation in teaching and learning, embedding this across your classes
- ★ Participating in high quality support, mentoring, coaching, induction and CPD that improves teaching and learning
- ★ Personalising and planning and teaching to ensure the achievement of students including those with SEND and Pupil Premium and other key groups
- ★ Keeping up to date with new teaching and learning strategies and implement as appropriate
- ★ We are committed to safeguarding and promoting the welfare of children and as part of this recruitment process, all successful applicants will be required to apply for an enhanced DBS disclosure.

## TEACHING DUTIES:

### Planning:

- ★ Plan teaching to achieve progression in students' learning through:
  - i) identifying clear teaching objectives and content, appropriate to the subject matter and the students being taught, and specifying how these will be taught and assessed
  - ii) setting tasks for the whole class, individual and group, including homework, which challenges and motivates
  - iii) setting appropriate and demanding expectations for students' learning, motivation and presentation of work
  - iv) setting clear targets for students' learning, building on prior attainment, and ensuring that students are aware of the substance and purpose of what they are asked to do
- ★ Provide clear structures for lessons, and for sequences of lessons, which maintain pace, motivation and challenge students
- ★ Make effective use of assessment information on students' attainment and progress in the teaching and planning of lessons and sequences of lessons, including SEN and EAL needs
- ★ Ensure coverage of the relevant examination syllabus and National Curriculum programmes of study
- ★ Model effective planning and addressing misconceptions throughout the department co-planning allocation.
- ★ Contribute to the Trust-wide development of curriculum and resourcing for your subject.

## TEACHING AND CLASS MANAGEMENT :

- ★ Ensure the effective teaching of classes and individuals, so that teaching objectives are met and best use is made of available teaching time
- ★ Establish and maintain a purposeful working atmosphere
- ★ Set high expectations of students' behaviour through well-focused teaching and consistent application of the Behaviour Policy and other school systems
- ★ Establish a safe environment, which supports learning and in which students feel secure and confident
- ★ Use teaching methods which sustain the momentum of students' work and keep all students engaged through:
  - i) matching the approaches used to the subject matter and students
  - ii) clear structure and presentation of content
  - iii) effective use of resources and time
  - iv) providing opportunities for students to consolidate their knowledge and skills, both in the classroom and the setting of well-focused homework
- ★ Meet the requirements of the SEND Code of Practice, implement and keep records on individual education plans (Pupil Passports) and report progress and concerns as required
- ★ Evaluate own teaching critically, including taking responsibility for professional improvements targets and monitoring progress

## **ASSESSMENT, RECORDING AND REPORTING :**

- ★ Mark and monitor students' class work and homework as required by subject and school policies
- ★ Assess and record student progress as required by subject and the Academy's policies, including National Curriculum and other standardised tests, and baseline assessment where relevant
- ★ Write reports and profiles as required, including the National Record of Achievement
- ★ Participate in appropriate meetings with colleagues, parents/guardians and other external agencies as appropriate

## **OTHER:**

- ★ Act as form tutor or co-tutor as required, and follow the routines and procedures outlined in the Staff Handbook
- ★ Staff undertake academic and pastoral tutoring as required
- ★ Deliver Personal Development lessons and RSE lessons as required
- ★ Participate in curriculum, pastoral, administration and organisation meetings
- ★ Contribute to the work of curriculum and pastoral teams
- ★ Take responsibility for own professional development and keep up to date with research and development
- ★ Cover for absent colleagues in accordance with the Academy policy
- ★ Contribute to examination arrangements
- ★ Implement Academy policies consistently and follow the procedures outlined in the Staff Handbook
- ★ Undertake any other duties reasonably required by the AIL
- ★ Undertake any appropriate duty as requested by SLT which supports the overall aims and objectives of the Academy Development Plan

## **NOTE:**

This Job Description may periodically be varied after consultation with the post holder.

Post-threshold teachers will, additionally, be expected to meet the national standards for those on the Upper Pay Scale

## **KEY RESPONSIBILITIES – ALL STAFF**

- ★ To support the academy ethos
- ★ To contribute to academy-wide events including curriculum-focused events as part of the wider curriculum team, as and when required
- ★ To support and contribute to the academy's commitment to 'Every Child Matters' to enable children to be healthy; stay safe; enjoy and achieve; make a positive contribution; and achieve economic well-being
- ★ To be aware of the academy's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times
- ★ To be aware of and comply with the codes of conduct, regulations and policies of the academy and its commitment to equal opportunities

## PERSON SPECIFICATION

Your application will be reviewed against the essential and desirable criteria listed below.

Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application.

	Essential	Desirable
<b>Qualifications and Professional Development</b>		
★ Relevant Subject Degree at BA or above.	✓	
★ Qualified Teacher Status	✓	
★ Evidence of applying continued professional development.	✓	
<b>Experience</b>		
★ Understanding of the current curriculum discussions within your subject.	✓	
★ Have taught across the key stages		✓
★ The ability to quickly establish positive relationships with pupils and parents.	✓	
<b>Skills and Knowledge</b>		
★ Able to show evidence of the use of technology within teaching.	✓	
★ A thorough up to date knowledge of the range of teaching, learning and behaviour management strategies and how to implement them effectively.	✓	
★ A thorough understanding of the national curriculum and a range of assessment requirements.	✓	
<b>Personal Qualities</b>		
★ Well-motivated, enthusiastic with a can-do attitude.	✓	
★ Honesty and integrity.	✓	

★ Good organisation and time management skills.	✓	
★ To be a positive role model to our pupils.	✓	
★ Be flexible and resilient in response to a changing educational environment.	✓	
Equal Opportunities		
★ A commitment to promoting equality and diversity, providing an inclusive and co-operative environment in which all students and individuals working for and on behalf of the organisation feel respected and able to give of their best.	✓	
Safeguarding		
★ Committed to promoting the welfare of all children and creating a safe environment in which children can learn; considering, at all times, what is in the best interests of the child.	✓	
★ Play an important part in the wider safeguarding of children – identifying concerns, sharing information and taking prompt action to safeguard and protect them.	✓	
★ Aware that the Trust will take all steps to prevent those who pose a risk of harm from working with children. Recruitment procedures ensure rigour in identifying and rejecting people who might abuse children.	✓	
Health and Safety		
★ Aware of Health & Safety and Safeguarding as appropriate to role	✓	

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

*The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.*

*The Academy 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 time of printing but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.*

*The David Ross Education Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo vetting appropriate to the post, including a social media presence check and Enhanced DBS check. The successful applicant will be expected to adhere to all safeguarding, welfare and health and safety policies and procedures of the Trust.*

*All pre-employment checks are in line with "Keeping Children Safe in Education" statutory guidance.*