Teacher of Business Studies

Job description and person specification

We empower | We respect | We care

Diverse Academies

Job description

Post title: **Teacher**

Salary: **MPS/UPS**

Reports to: **Principal**

Diverse Academies is a multi-academy trust with a vision to inspire, to raise aspirations and to create brighter tomorrows. Across primary, secondary and special settings, we share a common mission to nurture curiosity, develop wellbeing and empower children and young people to go beyond their aspirations. Together, we believe we can make a difference in our diverse communities, and in the lives of those who learn with us and work with us.

We empower. We respect. We care.

Purpose of the post

In addition to the Conditions of Employment laid down in the current DfE School Teachers' Pay and Conditions Document, you will be required to carry out the following duties:

- To undertake the teaching of designated students and associated duties according to the National Curriculum, other statutory curriculum requirements and within the framework of the whole academy and faculty policies, local agreements and statutory regulations.
- To take an appropriate share of responsibilities attached to teachers generally within the academy in connection with the teaching and supervision of students, the preparation and marking of work, monitoring of student progress, team planning and development and the day to day operation of the academy, faculties and teams.
- To secure high standards of learning outcomes for all students through effective teaching.
- To make a positive contribution to academy life and live by the academy vision.

Main duties and responsibilities

- Teach to the highest possible standard in the appropriate curriculum areas as agreed with the Principal, within the framework of the academy and whole academy policies and requirements.
- Ensure that the quality of teaching and learning in lessons is of the highest possible quality.
- Ensure high quality classroom management and maintain good classroom discipline.
- Closely monitor student's progress against pre-determined targets according to whole academy and trust policies.
- Keep records of student achievement and progress.
- Set and mark homework / extended learning tasks according to whole academy policy.
- Adopt a Growth Mindset approach to learning, developing student independence, self-sufficiency and resilience.
- Maintain high expectations of students and ensure that teaching approaches and materials are commensurate with student capability so that the optimum standard of student achievement is reached.
- Participate in planning, development of appropriate syllabuses, resources and schemes of work.
- Promote high standards of literacy and numeracy.
- Share the responsibilities required to enable the teams to function successfully.
- Attend and contribute to meetings according to the academy's schedule.
- Implement all aspects of the academy's Assessment, Recording and Reporting Policy including completion of Interim Reports, other assessment, recording and reporting requirements and attending Progress Evenings to discuss student progress with parents.

Additional

- We all have a responsibility for providing and safeguarding the welfare of children and young people we are responsible for or come into contact with.
- Collectively, we share and co-develop best practice for the benefit of all our academies.
- We promote the employment of people with disabilities and will make adjustments considered reasonable to the above duties.
- You will have the opportunity to access the very best professional development and therefore may be required to attend, from time to time, training courses, conferences, seminars or other meetings.
- This job description is not an exhaustive list of duties and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager.
- We empower our colleagues to enable our students and pupils to meet the highest possible standards, and we recognise that all our staff have a role in improving student outcomes.
- The contents and allocation of particular responsibilities and duties may be amended after consultation from time to time as part of a broader structural review.
- We have an established framework of core principles and practice to which all our academies subscribe, which are developed and agreed on in collaboration.
- It is a condition of your employment you are expected to adhere to our policies, procedures and guidelines.

Person specification

The following qualities are all deemed fundamental to the requirements of the post. The Trust will, therefore, be seeking evidence of these in the selection process, which will include the application, interview(s) and references.

The Trust is seeking to appoint highly skilled, dynamic, flexible and committed staff with the potential to help us realise our vision and strategic objectives. The appointing panel will, therefore, require sufficient evidence of ability and achievement in each of the following areas in order to make an appointment.

Category	Essential	Desirable	Evidence
Qualifications			
Qualified to teach and work in the UK	✓·		Application form
Degree Status	✓·		
Knowledge and understanding			
Experience of raising attainment in a differentiated classroom environment	✓·		Application form Interview Portfolio of work References
Evidence of continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities	✓·		
To be able to use ICT as a vehicle for effective learning and teaching	✓·		
Clarity of purpose and student centred vision	✓·		
Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour	✓·		
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	✓·		
Skills and attributes			
High expectations for accountability and consistency	✓·		Application Interview Portfolio of work References
Resilience, motivation and commitment to driving up standards of achievement	✓·		
Motivation to continually improve standards and achieve excellence	✓·		
Enthusiastic, confident, positive, self-motivated and determined	✓·		
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition	✓·		
Good interpersonal and communication skills	✓·		
Work well under pressure	✓·		
Works effectively alone and as part of a team	✓·		
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	✓·		
Develop positive relationships and acts as a role model to staff and students	✓·		
Good planning and organisational skills with the ability to manage conflicting demands and meet deadlines	✓·		

Shows commitment to a supportive, coaching culture	✓·		
Commitment to ongoing personal and professional development	✓·		
Core			
Able to work flexibly including some travel across the geographic coverage of the Trust	✓·		Interview Pre-employment checks
The post holder will be subject to an enhanced Disclosure & Barring Service check	✓·		
Prior to confirming an appointment to the Trust, individuals are asked to complete a medical questionnaire in order that the Trusts Occupational Health provider can ascertain their medical fitness for the post	✓·		