



Post Title:	Teacher of English (potential for Subject Leader responsibility)
Salary	MPS/UPS (plus TLR 2a for the right candidate)
Duration of Role	Permanent
Full-time or Part-time	Full-time and part-time candidates will be considered.
Responsible to	Assistant Principal - School Standards

CORE REQUIREMENTS OF THE POST

1. Inspire trust and confidence in students and colleagues
2. Improve the quality of students' learning in English
3. Build a team commitment with colleagues inside and outside the classroom
4. Engage and motivate students
5. Demonstrate analytical thinking

FUNDAMENTAL COMMITMENTS OF A TEACHER AT CP RIVERSIDE SCHOOL

1. Effective Teaching

Create positive and meaningful learning opportunities for students.

- 1.1. Prepare to meet the needs of the groups of students concerned.
- 1.2. Apply effective classroom management to enable and encourage learning.
- 1.3. Provide regular constructive and developmental feedback.
- 1.4. Fulfil agreed teaching standards and ensure the safety of all students.
- 1.5. Work to ensure that all students achieve their full potential.
- 1.6. Offer solutions to students with identified needs promptly and appropriately.

2. Personal Skill Development

Work with your line manager to maintain a personal development programme.

- 2.1. Enhance and develop your subject-related skills.
- 2.2. Develop your professional skills as a teacher.
- 2.3. Encourage the development of colleagues by sharing responsibilities within the school and team.
- 2.4. Encourage and maintain a high level of motivation amongst students.

3. The Subject Team & School Community

Contribute to the improvement and development of an effective school.

- 3.1. Contribute to the development of effective teamwork throughout the school.
- 3.2. Attend and contribute to all relevant meetings
- 3.3. Contribute to the development of subject teaching materials and the review of syllabi and schemes of work.
- 3.4. Encourage and foster the development of extracurricular activities.
- 3.5. Maintain and present a professional attitude, appearance and conduct at all times.
- 3.6. Respond to the challenges and opportunities offered in an Alternative Provision Free School.

MAIN PURPOSE OF THE JOB

To carry out the professional duties of a teacher as circumstances may require and follow the school's policies under the direction of the Principal.

4. Knowledge & Understanding

- 4.1. Maintain up-to-date knowledge of good practice in teaching pedagogy
- 4.2. Demonstrate detailed knowledge of the relevant aspects of the curriculum & statutory requirements
- 4.3. Demonstrate a secure knowledge and understanding of the specialist subject(s)
- 4.4. Take responsibility for your professional development and keep up to date with research and developments in pedagogy and the subjects you teach
- 4.5. Cope securely with subject-related questions that students raise and know about common misconceptions and mistakes in your specialist subject(s)

5. Planning & Setting Expectations

- 5.1. Select and make good use of teaching & learning resources that enable teaching objectives to be met.
- 5.2. Identify clear teaching objectives, content, lesson structures, and sequences appropriate to the subject matter and the students taught
- 5.3. Set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior knowledge
- 5.4. Identify students who are very able and/or have special educational needs and know where to get help to give positive and targeted support. Implement and keep records on MIS of all adopted strategies.
- 5.5. Apply effective classroom management
- 5.6. Apply a range of teaching strategies
- 5.7. Positively target and support individual learning needs

6. Teaching & Guiding Learning

- 6.1. Demonstrate appropriate and consistent progress
 - 6.1.1. For the majority of students
 - 6.1.2. Across all teaching areas
 - 6.1.3. Across all spectrums of background, ability and behaviour
 - 6.1.4. That compares favourably with students in similar settings
- 6.2. Set high expectations for student behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and positive and productive relationships
- 6.3. Use teaching methods that keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources
- 6.4. Effectively use other extracurricular learning opportunities to encourage academic progress
- 6.5. Ensure effective teaching of whole classes, groups and individuals, so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time, setting clear targets which build on prior knowledge

7. Assessment & Impact

- 7.1. Assess how well objectives have been achieved and use this assessment to inform future teaching
- 7.2. Monitor students' classwork by providing constructive oral and written feedback, setting targets for students' progress
- 7.3. When applicable, understand the demands expected of students concerning KS4 and post-16 courses
- 7.4. Assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving

8. Working with Families

- 8.1. Prepare and present informative reports to parents
- 8.2. Recognise that learning also takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples

9. Working with Students

- 9.1. To monitor progress in meeting targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement.
- 9.2. Secure progress towards student targets

10. Performance & Development

- 10.1. Take responsibility for their professional development and keep up to date with research and developments in pedagogy and the subjects they teach.
- 10.2. Make effective use of the developmental time available
- 10.3. Understand and demonstrate professional responsibilities concerning school policies and practices
- 10.4. Set a positive example to the students through physical presentation and personal conduct
- 10.5. Evaluate your teaching critically and use this to improve your effectiveness
- 10.6. Contribute to the development and/or implementation of school policies
- 10.7. Use the Appraisal process to advance student learning and enhance professional practice in line with the school's improvement priorities
- 10.8. Promote the vision and character of the school.

This job description is not your employment contract or any part of it. It has been prepared only for school organisation and may change either as your contract changes or as the organisation of the school is changed.

For the right candidate, there will be the potential for additional responsibilities as a Subject Leader - English. In addition to delivering high-quality teaching in line with CP Riverside's Principles of Great Teaching, the Subject Leader will be responsible for:

- Providing strategic leadership so that colleagues are aware of and can act upon national developments and developments within the subject within the school.
- Consulting with senior and subject colleagues to ensure that developments are consistent with the school's broader aims and policies and are in the best interests of the students.
- Ensuring that the core values of the school (Relationships, Respect, Restoration and Results) are fully expressed by the team.
- Ensuring that school policies are implemented within the team.
- Ensuring that subject evaluation is effective, particularly staff performance and student academic achievement.
- Producing Subject Development Plans to address the identified priorities.
- Setting appropriate but challenging targets for the team and individual targets for those who work within it.
- Managing the team and its resources, including the deployment of all staff, the appropriate delegation of tasks and the effective use of finances.
- Ensuring that effective tracking of students' progress is in place throughout all year groups; and any underperformance is supported by intervention programmes with their impact closely monitored.
- Liaise with the Teaching & Learning Leader to ensure Year 11 students have access to appropriate revision resources and sessions to fully support them in achieving their best possible outcome.
- Ensuring that staff are properly appraised (within the timescales given) through the agreed performance management systems and that appropriate training is provided to meet identified needs.
- Ensuring that subject staff participate in regular and meaningful CPD.
- Implementing meaningful standardisation, moderation and pedagogical support.
- Assisting in the appointment of subject staff as required.
- With the involvement of relevant staff, establishing short, medium and long-term plans for the development and resourcing of the subject.
- Establish clear expectations and constructive working relationships among staff involved with the subject, including through team working and mutual support; devolving responsibilities and delegating tasks, as appropriate.
- Ensuring any ECTs in the team are appropriately trained, monitored, supported and assessed.

The Subject Leader will be accountable for:

- The standards (this includes the attainment and progress outcomes) reached by all students throughout each year group.
- The standard/quality of teaching and learning throughout the team.
- The effective and appropriate use of resources.

The Subject Leader will be expected to:

- Contribute to the collective ethos of the school by requiring high professional standards from colleagues and appropriate student behaviour. Ability to communicate a vision and inspire others.
- Contribute to the development of the school as a whole.
- Ensure the learning environment in the subject is of high quality and tidy and safe.
- Help maintain a calm and purposeful atmosphere around the school, in and out of classrooms, especially within the subject area.
- Attend all relevant meetings appropriate to their role, as specified by the school.
- Carry out, following consultation, any other reasonable task determined by the Headteacher or persons with delegated responsibility.

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PERSON SPECIFICATION

This is the specification to which we will be working through during the selection process. Your personal statement as part of the application form will form part of this process and look to

Criteria	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> → Qualified Teacher Status → Degree or PGCE → An enhanced DBS check 	<ul style="list-style-type: none"> → Good honours degree → A-Level average of C or above (or equivalent)
Training and Professional Development	<ul style="list-style-type: none"> → Evidence of recent and relevant successful CPD 	<ul style="list-style-type: none"> → Relevant Masters or professional qualification
Experience	<ul style="list-style-type: none"> → Successful experience of teaching English at KS3 and 4. → Successful experience of teaching students with additional needs → Successful experience of teaching of an additional subject 	<ul style="list-style-type: none"> → Experience of contributing to the development of schemes of work and curriculum plans
Skills & Abilities	<ul style="list-style-type: none"> → Excellent classroom practitioner → Ability to work under pressure → An ability and enthusiasm to create a love of English beyond the classroom → Evidence of good organisational skills → An ability to use and interpret data in order to design and implement intervention for individuals or groups of students that would benefit from additional support 	<ul style="list-style-type: none"> → Potential to contribute to extra-curricular activities in other areas
Personal Attributes	<ul style="list-style-type: none"> → Good interpersonal skills → Commitment to raising achievement → An innovative and positive attitude → Excellent communicator, both orally and in writing → Ability to work as part of a team 	
Safeguarding	<ul style="list-style-type: none"> → Full understanding of the Safeguarding requirements and how teachers promote the welfare of children → Enhanced DBS and → Validated references → Eligibility to work in the UK 	<ul style="list-style-type: none"> → Safeguarding in Education training

OTHER IMPORTANT INFORMATION

Successful applicants must be aware of the school's duty of care in relation to staff, students and visitors and comply with all safeguarding, child protection and health and safety policies at all times.