**Job Description**

**Post Title: Teacher**

1. **Purpose of Post**

The post holder is responsible for:

a. implementing and delivering an appropriately broad, balanced, relevant and differentiated curriculum for students and to support those departments within which the teacher teaches

b. monitoring and supporting the overall progress and development of students as a teacher/form tutor

c. facilitating and encouraging a learning experience which provides students with the opportunity to achieve their individual potential

d. contributing to raising standards of student attainment

e. sharing and supporting the School’s responsibility to provide and monitor opportunities for personal and academic growth

f. responding as directed to issues related to Keeping Children Safe in Education

**2.** **Main Duties and Responsibilities**

**a. Operational/Strategic Planning**

1. assist in the development of appropriate syllabi, resources, schemes of work, marking policies, teaching and learning and assessment strategies in the department
2. contribute to the development of the Departmental Development Plan and its implementation
3. plan and prepare courses and lessons
4. contribute to the whole school planning activities
5. through the work and activity of the individual and in liaison with external groups and organisations or otherwise, promote positively the School and its activities
6. ensure a Health and Safety ethos, complying with School policy

**b. Teaching and Learning**

1. teach those classes allocated by the Head of Department, Deputy Headteacher or Headteacher
2. assist in the development of a Departmental Handbook and the policies and procedures contained therein
3. monitor student learning through effective assessment strategies and implement effective teaching and learning strategies (see Staff Handbook)
4. assist in the development of teaching and learning methodology, including with regard to learning styles, use of ICT and assessment
5. implement such areas as are required for the distributed teaching of enterprise education, work related learning, and other areas as directed

**c. Resources**

i) assist the monitoring and use of the resources, advising the HoD as necessary

ii) follow the requirements of the School’s finance department when requisitioning new resources

iii) help to ensure an attractive and stimulating learning environment is developed and maintained

**d. Staff Development**

1. take part in School staff development programmes
2. continue with personal development in relevant areas
3. engage actively with the Performance Development process
4. work as a member of a designated team, contributing positively to effective working relations within the School

**e. Quality Assurance**

i) help to implement School quality assurance procedures

ii) contribute to the process of monitoring and evaluation in the area

1. review from time to time methods of teaching and programmes of work
2. participate in the School’s monitoring, tracking and target setting systems for the students
3. participate in Parents’ Evenings, Report writing and the provision of grades
4. To actively promote the Academy’s Equal Opportunities Policy and Diversity Strategy
5. To maintain awareness of and commitment to the Academy’s Equal Opportunity Policies
6. To fully comply with the Health and Safety at Work Act 1974 etc, The Academy’s Health and Safety Policy and all locally agreed safe methods of work
7. To work with colleagues to achieve school development plan objectives and targets
8. To actively support all school policies and strategic objectives

**f. Pastoral System**

i) act as form tutor for a designated group

ii) promote the general progress and well-being of individual students and of the Form Tutor group as a whole

iii) liaise with the Head of Year to ensure the implementation of the School’s pastoral system

iv) register students, accompany them to assemblies, encourage full attendance at school and lessons and participation in other aspects of school life

v) evaluate and monitor the progress of students, keeping up-to-date student records as may be required

vi) contribute to the preparation of action plans, progress files and other reports and to case conferences

vii) alert appropriate staff to problems faced by students and make recommendations as to their resolution

viii) contribute to the citizenship, enterprise and other such areas in line with School policy

ix) ensure registration time is used effectively and developmentally through a structured programme, which may include citizenship, enterprise or other such activities

x) apply the behaviour management systems such that effective teaching and learning can take place

xi) assist in the formation of references, including for jobs, FE and HE (e.g. UCAS)

**3.** Undertake other duties commensurate with the grading of the post occupied as may be required from time to time.

**4. Supervisory Responsibility**

The student in the teacher’s care

**5. Responsible to**

Head of Department (subject teaching)

Head of Year / Key Stage Co-ordinator (pastoral)

**HGS Person Specification – Teacher (Generic)**

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| **Criterion** | **Essential** |
| **Education and Qualifications** | Degree or better in specialist or related subject  L2 English and Maths  Teaching qualification  Qualified Teacher Status |
| **Specialist Knowledge** | Clear understanding of the National Curriculum and its application to the specialist subject.  Understanding of strategies to improve learning and student enjoyment of learning.  Effective use of classroom management skills.  Effective use of assessment for learning in the classroom.  Good literacy, numeracy and ICT skills. |
| **Teaching Experience** | Evidence of consistent successful teaching at KS3, KS4 & KS5.  Evidence of effective use of ICT in the classroom to enhance learning.  Contribution to the pastoral development of students.  Experience of being a Form Tutor. |
| **Skills and Aptitudes** | Ability to relate to teachers, other professionals, parents and students.  Willingness to learn from others and to contribute own experience and understanding to enhance the practice of others. Ability to work as a member of a team and on own initiative.  Ability to apply current teaching techniques well.  Willingness to help move the Department forward.  Willingness to improve own pedagogy to keep up with the latest ideas in L&T.  Hard working and with a sense of humour.  Reliability and integrity  Tact and diplomacy  Confidence (but not arrogance) with colleagues and students.  Developed ability to understand self and others. |
| **Other** | Willingness to undertake training as required.  Willingness to take a full part in the life of the school.  Excellent attendance and punctuality record. |