Job Description

Job title: Teacher of English
Salary: Teachers Pay Scale (£28,000.00 - £43,685.00)
Start Date: September 2023
Contract Type: Full Time
Contract Term: Permanent

This Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

Job purpose

As a Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the Academy's ethos, policies and practices, under the direction of the Principal.

1. Teaching

1.1. Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the Academy's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.
1.2. Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
1.3. Set and mark work to be carried out by the student in the Academy and elsewhere.
1.4. Participate in arrangements for preparing students for external examinations.

2. Whole school organisation, strategy and development

2.1. Contribute to the development, implementation and evaluation of the Academy's policies, practices and procedures in such a way as to support the Academy's values and vision.
2.2. Work with others on curriculum and/or student development to secure co-ordinated outcomes.
2.3. Supervise and so far as practicable teach any students where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

3. Health, safety and discipline

3.1. Promote the safety and well-being of pupils in accordance with the Academy's Child Protection and other relevant policies.
3.2. Maintain good order and discipline among students in accordance with the Academy behaviour policy.

4. Management of staff and resources

4.1. Direct and supervise support staff assigned to you and, where appropriate, other teachers.
4.2. Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
4.3. Deploy resources delegated to you in accordance with Academy policies.

5. Professional development

5.1. Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.

5.2. Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

6.1. Communicate with students, parents and carers in accordance with the Academy ethos, policies and practice.

7. Working with colleagues and other relevant professionals

7.1. Collaborate and work with colleagues and other relevant professionals within and beyond the Academy.

7.2. Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the Academy, which require the exercise of your professional skills and judgment.

8. Fulfil wider professional responsibilities

8.1. Make a positive contribution to the wider life and ethos of the Academy.

This job description and related documents provides the standards and framework for Performance Management Objectives for a Teacher which will be set under the Academy's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the Academy's plans for improving the Academy's educational provision and performance and improving the educational opportunities of students at our Academy.

Person specification

Qualifications

a) QTS (Qualified Teacher Status)
b) Degree in relevant subject area being taught

Knowledge, skills and experience

a) A Good/Outstanding teacher with excellent subject knowledge and an ability to use a range of teaching learnings strategies effectively
b) Strong awareness of the strategies available for improving the learning & achievement of high, middle and low-attaining students
c) A good understanding of curriculum developments in the specific subject area
d) A confident & competent user of ICT
e) Able to use student level data to raise standards
f) Able to communicate both orally & in writing to students, their parents and the wider community

Personal attributes

The successful candidate will have:

a) Absolute commitment to ensuring the best outcomes for SWB Academy students
b) Enthusiasm and a highly positive outlook
c) The ability to work independently and collaboratively as a member of a team
d) A willingness to take on or try new approaches & ideas
e) A positive attitude towards professional development and their own learning
f) Reliability, resilience, honesty and integrity
g) Good personal organisation skills
h) Self-motivation and demonstration high ambition and drive, having and expecting the highest standards, be determined to succeed