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| **J o b D e s c r I p t I o n** |
| **Job Title:** | Subject Teacher |  | **Reporting to** | Head of School/Head of Faculty (as appropriate) |
| **Generic JD based on** | National standards and role requirements |  | **Grade and Range:** | Relevant to individualMain scale to Upper Pay Scale |
| **Resources resp:** | Dependent upon subject |  | **Supervises:** | N/A |
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| **Purpose and context:** | To be responsible for providing high quality and engaging class teaching in accordance with the agreed schemes of work of the faculty, and accountable for the progress of students in allocated classesThe duties below provide a summary of the main areas of responsibility, and should be read in association with the current school teachers’ pay and conditions document and with reference to the Teachers Standards. |
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| **Main duties:*** To be responsible for providing stimulating, engaging and purposeful learning experiences for students in accordance with agreed schemes of work and relevant statutory requirements.
* To be a proactive member of the faculty and participate in faculty planning and development, including agreeing aims and policies and schemes of work.
* To provide performance and target setting data as required regarding student progress.
* To be accountable for student performance and standards achieved in groups taught.
* To ensure all lessons are appropriately planned allowing for lesson objectives to be clearly communicated to students.
* To ensure work is appropriate to the needs of each group, and that learning activities are motivating and challenging.
* To utilise a variety of resources and pedagogical styles to suit the differing aptitudes, learning styles and interests of student learners.
* To motivate and stimulate student interest in the subject through maintaining high quality displays in the classroom and immediate vicinity.
* To create and maintain a welcoming, well–ordered teaching base, which is inviting and where there is a sense of purpose
* To liaise with teaching assistants, as allocated, regarding how their skills and presence can effectively be used to progress teaching and learning.
* To be prompt to teaching bases to receive students and ensure that lessons begin punctually and purposefully.
* To manage the arrival and departure of students to and from lessons in accordance with procedures.
* To uphold school expectations regarding student conduct, and deal with any unacceptable behavioral incidents as per school procedures.
* Be vigilant within the classroom and its immediate environment, challenging and dealing with unacceptable conduct
* To complete such reports so may be required regarding student progress.
* To attend consultation evenings with parents as agreed in the annual calendar.
* To keep abreast of developments, local and national, within the subject area
* To contribute to faculty and other meetings as per agreed schedule.
* To mark students’ work regularly, keeping accurate records of assessments made, setting specific targets for improvement and future progress.
* To write progress reports for all students taught in accordance with the agreed reporting schedule and within agreed timeframes.
* To undertake the responsibility and duties of form tutor as required in accordance with the Academy’s guidelines and procedures, promoting positive values in the relationships formed with the tutor group.
* To contribute to the extra-curricular programme and other activities as part of a holistic education.
* To meet with parents to further students’ as may reasonably be required.
* To promote the use of the Academy and faculty rewards system.
* To participate in the annual performance management process.
* To be alert to the health and safety of the working environment and to advise the line manager of any health and safety concerns.
* To carry out any other duties as may reasonably be required by the Principal.
* Responsibility for promoting and safeguarding the welfare and protection of children, working within policies and procedures, taking care of own and other’s health and safety, etc
* The JD and PS will be reviewed regularly, and any changes will be made in consultation with the post holder
* These responsibilities are not exhaustive, and the post holder is expected to carry out any other related reasonable duties commensurate with their skills, abilities and grade.
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 **P e r s o n S p e c i f i c a t I o n**

 **Subject Teacher**

**Qualifications**

* Qualified Teacher Status (essential)
* Degree and/or relevant qualifications in specialist subject area

**Experience and Knowledge**

* Good understanding of current theory and practice of best practice in teaching and learning
* Thorough subject knowledge for identified subject(s)
* Good knowledge of the National Curriculum
* Understanding of effective strategies for maintaining high standards of discipline within the classroom and in accordance with the Academy policy
* An understanding of equality of opportunity issues and how they can be addressed in schools
* A proven track record of recent and successful class teaching in mixed ability classes across more than one keystage (or of successful training for NQTs)
* An understanding of the principles of Keeping Children Safe in Education and a

 commitment to ensuring the health, safety and wellbeing of all children.

**Skills and Abilities**

* Able to demonstrate the skills of a good teacher
* The ability and skills to interest, encourage and engage students
* Able to provide appropriate levels of challenge so that students make good progress
* Able to use methods and resources that enable all students to learn effectively
* Able to use assessment information effectively to plan next steps in students learning
* Able to make effective use of time
* Skills in securing high standards of behaviour
* Able to make effective use of teaching assistants and other support
* Enable students to acquire new knowledge and skills
* Enable students to develop the skills to work independently and collaboratively
* Enable students to develop self-esteem and respect for others
* Able to create a well organised, stimulating learning environment
* Able to make a significant contribution to the school ethos that promotes high achievement
* Commitment to raising achievement
* The ability to work as part of a team in planning and implementing the curriculum
* Able to maximise student performance and initiate intervention strategies as appropriate
* Ability to work within the framework of national and whole school policies to ensure consistency of practice
* Ability to relate to and communicate effectively with parents and carers and to encourage their active participation in the educational process
* Demonstrate a commitment to furthering own professional development and to the principle of continuous improvement
* Have a willingness to undertake enrichment and extra-curricular activities for students
* Good numeracy, literacy and IT skills

**Motivation**

* Appropriately motivated to work with children & young people.
* Ability to form & monitor appropriate relationship & personal boundaries with children &
* young people.
* Motivated to perform the job well and to continuously develop
* Commitment to trust / academy ethos and values

**Personal Qualities**

* Reliability
* Emotional resilience appropriate to level of job and responsibilities
* Appropriate attitudes to use of authority & maintaining discipline.
* Ability to establish good working relationships with all relevant key contacts
* Strong team ethic, supportive of others and covering for other staff if needed

**Special Conditions**

**All postholders will be required to undertake an enhanced DBS check. Individuals on the children’s barred list (and adults barred list where relevant) should not apply.**