



# Magna Academy Poole

an Aspirations Academy

## Teacher of English

### Job Description

English Teachers at Magna Academy shall carry out the professional duties as described in the School Teachers Pay and Conditions document.

Teachers are directly accountable to their Department Head. They contribute to the educational success of their Department within the overall framework of the Aspirations Academies strategic plan as well as the individual Magna Academy Poole strategic plan. Teachers are responsible for contributing to the effective day to day operation of their Department, whilst fully supporting the Department Head to ensure an effective educational provision.

### Main aspects of the role:

- Carry forward the Aspirations Academies Trust vision
- Drive the continuous and consistent Aspirations Academies Trust-wide focus on raising achievement and improving student outcomes
- Ensure the Aspirations framework is embodied in every aspect of the Academy
- Focus primarily on the development of their subject curriculum, teaching and learning – aiming to ensure that it is of the highest quality at all times

### Operational and Strategic duties:

- To assist in the development of appropriate curriculum, resources, schemes of work, marking policies and teaching strategies in the subject area
- To monitor and support the overall progress and development of students as a teacher/form tutor
- To contribute to raising standards of student attainment
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth
- To attend all appropriate meetings
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the curriculum area are in-line with national requirements and are updated where necessary, therefore liaising with the Academy's Health and Safety Manager

### Purpose:

- To raise standards of student attainment and achievement within their departments curriculum area and support student progress
- To be accountable for student progress and development within the curriculum area
- To support leading the development and enhancement of the teaching practice of others by the sharing of excellent practice

- To implement and deliver an appropriately broad, balanced, relevant, highly challenging English curriculum for students
- To support, managing and developing the English curriculum area
- To effectively manage and deploy teaching/support staff, financial and physical resources within the curriculum area
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth

## **Curriculum Duties:**

- To ensure effective communication, as appropriate, with the parents of students
- To liaise with the Academic Director of English and Senior Leadership Team (SLT) to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the vision of the Academy
- To assist the Academic Director of English and Senior Leadership Team (SLT) to ensure that the curriculum area provides a range of teaching which complements the Academy's Strategic Objectives
- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the Academy's Aim and Strategic Objectives
- To keep up-to-date with national developments in the curriculum area, teaching practice and methodology

## **Staff Development Responsibilities:**

- To take part in the Academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management Review process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy

## **High Standards Maintenance:**

- To help to implement Academy quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed Academy procedures, including evaluation against quality standards and performance criteria
- To seek/implement modification and improvement where required
- To review from time to time methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy

## **Management Information Responsibilities:**

- To ensure maintenance of accurate and up-to-date information concerning English on the management information system
- To assist in the use of analysis and evaluation of performance data
- To help to produce reports within the quality assurance cycle

- To assist in the production of reports on examination performance, including the use of Progress 8 and pupil premium

## **Managing Effective Communications:**

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with persons or bodies outside the Academy
- To follow agreed policies for communications in the Academy
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner schools
- To contribute to the development of effective subject links with external agencies

## **Resource Management:**

- To contribute to the process of the ordering and allocation of equipment and materials
- To assist their Department Head to identify resource needs and to contribute to the efficient/effective use of physical resources
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, subject area and the students

## **Student Support Duties:**

- To be a form tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the form tutor group as a whole
- To liaise with the Academic Director of English and Head of House to ensure the implementation of the Academy's Pastoral System
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To contribute to the preparation of Action Plans and progress files and other reports
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To communicate as appropriate, with the parents of students and with persons or bodies outside the Academy concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to PSHE and Citizenship and enterprise according to Academy policy
- To apply the Behaviour Management systems so that effective learning can take place

## **Teaching Duties:**

- To undertake an appropriate programme of teaching in accordance with the teachers standards
- To plan and prepare course and lessons
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To undertake a designated programme of teaching
- To ensure a high quality learning experience for students which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods that will stimulate learning appropriate to student needs and demands of the syllabus

- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To undertake assessment of students as requested by external examination bodies, the subject area and Academy procedures
- To mark, grade and give written/verbal and diagnostic feedback as required

## **Other Duties:**

- To continue personal development as agreed at appraisal
- To engage actively in the performance review process
- To address the appraisal targets set by the line manager each Autumn Term
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To promote actively the Academy's corporate policies
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate
- To show a record of excellent attendance and punctuality
- To adhere to the Academy's Dress Code

## **General:**

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

## **Conditions of Service**

Governed by the National Agreement on Teachers Pay and Conditions, supplemented by local conditions as agreed by the AAT.

## **Special Conditions of Service**

Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Police regarding any convictions against them and, as appropriate the nature of such conviction/s.

## **Equal Opportunity**

The post holder will be expected to carry out all duties in the context of and in compliance with the academy's Equal Opportunities Policies.

This job description will be reviewed at regular intervals and is subject to change as the needs of the academy evolve.

## Person Specification: Teacher of English

Assessed by application (A)

Assessed by the recruitment process (R)

Criteria	Essential	Desirable
<b>Knowledge and Qualifications</b>		
Degree or equivalent	A	
Qualified Teacher Status	A	
Middle Leader Qualification		A
<b>Skills</b>		
Successful teaching experience up to and including GCSE	A,R	
Successful teaching experience up to and including A Level		A,R
Evidence of team work and supporting colleagues effectively	A,R	
Experience of successful organisation and administration	A,R	
Good ICT skills	A,R	
Can demonstrate excellent leadership skills	A,R	
Good organisational skills	A,R	
Experience of curriculum management issues	A,R	
<b>Abilities</b>		
Knowledge of curriculum developments related to the post	A,R	
Ability to communicate effectively with different audiences, orally and in writing	A,R	
Ability to use recent developments to inform own and others practice	A,R	
Good understanding of how children learn and how to raise standards of achievement	A,R	
Ability to interpret and act on a wide range of key data	A,R	

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
To support the continuing professional development of colleagues including their own	<b>A,R</b>	
<b>Behaviours/Attitude</b>		
A passion for education and making a difference	<b>A,R</b>	
Vision and the ability to implement it	<b>A,R</b>	
Ability to work as a member of a team	<b>A,R</b>	
The ability to command respect from colleagues, parents, governors and the local community	<b>A,R</b>	
Excellent attendance and punctuality record	<b>A,R</b>	
Energy, enthusiasm, commitment, integrity, good sense of humour	<b>R</b>	
Prepared to listen to others and share ideas	<b>R</b>	
Developing successful relationships with pupils, staff, parents and Governors	<b>A,R</b>	
Work well under pressure	<b>R</b>	
<b>Safeguarding Arrangements e.g. Involvement With Children</b>		
Has a current clear DBS	<b>A</b>	
Has a comprehensive knowledge of Safeguarding and K	<b>R</b>	
Has experience of working with children	<b>R</b>	
<b>An Aspirations Academy</b>		
Commitment to Equal Opportunities; the ability to support and develop the Academy's Equal Opportunities policies	<b>A,R</b>	
Display a commitment and support for the aims of the Aspirations Academies Trust in all its Academies	<b>R</b>	
Exhibit a belief in the values of the Aspirations Academies Trust and in the value of research in school improvement	<b>R</b>	