



## Job Description

<b>Title:</b>	<b>Teacher of English</b>
<b>Project Team:</b>	Teaching Staff
<b>Reports to:</b>	Curriculum Leader
<b>Grade:</b>	Main scale/UPS
<b>Responsible for:</b>	Curriculum Programme

### Key Duties and Responsibilities

- ✓ To be responsible for adding value to every learner in each teaching group benchmarked against national criteria and data;
- ✓ to deliver, plan, and prepare lessons in accordance with the planned curriculum;
- ✓ to deliver learning by utilising Academy Policies;
- ✓ to work as part of, and contribute to, an exceptional area that ensures creative and innovative learning and teaching occurs in every lesson.

### Teaching and Learning

- ✓ Use a variety of learning and teaching strategies to deliver outstanding lessons to all students ensuring pace and challenge are maintained;
- ✓ understand and integrate the use of new technologies into learning experiences in order to raise levels of achievement;
- ✓ plan lessons and extend learning opportunities in line with Schemes for Learning;
- ✓ ensure curriculum intent is clear;
- ✓ to differentiate learning appropriately, taking into account individual learner needs;
- ✓ make use of extended learning opportunities;
- ✓ participate in the Academy's Quality Assurance programme and its agreed framework;
- ✓ work effectively and creatively using the full range of resources available, including other adults and mentors;
- ✓ provide a positive learning climate within lessons to promote a meaningful staff – student relationship and interaction;
- ✓ adhere to the Trust's Positive Behaviour Policy and ensure implementation in everyday life at the Academy;
- ✓ regularly evaluate the progress of students in relation to their prior attainment and use data to inform teaching and learning;
- ✓ report, as required, in line with the Trust's reporting processes to a variety of stakeholders including students, parents/carers, and the Senior Leadership Team;
- ✓ mark work in accordance with the Academy's assessment practice providing both formative and summative feedback on a regular basis;
- ✓ to take responsibility for individual professional development and use the outcomes to improve learning and teaching;
- ✓ to demonstrate a thorough and up-to-date knowledge of learning and teaching taking into account wider curriculum developments, which are relevant to your work, e.g. National and Department for Education initiatives;
- ✓ to be aware of the Trust's Anti-Bullying Policy and support students as necessary;
- ✓ to maintain good order and behaviour for learning among students, particularly in regard to Health and Safety, both on the Academy premises and when engaged in authorised activities elsewhere.

### Wider Professional Effectiveness

- ✓ Participate and actively engage in CPD;
- ✓ demonstrate ongoing improvement in your role as a result of Professional Development;
- ✓ liaise appropriately with colleagues.

## Role Model

- ✓ Ensure that 'no student is left behind', in their academic and personal development;
- ✓ conform to the Academy's Dress Code for staff and demonstrate exceptional standards of presentation, conduct, and time keeping;
- ✓ build team commitment amongst students and staff alike;
- ✓ engage and motivate students and staff to do their best by doing your very best;
- ✓ demonstrate a positive approach to your professional duties.

## Additional Components

- ✓ To consistently uphold the Academy's aims and strive to attain Academy targets;
- ✓ to work in an enthusiastic, cooperative, and polite manner to enhance the Academy's reputation;
- ✓ to work with students in a courteous, positive, caring, and responsive manner;
- ✓ play a full part in the life of the Academy's community, to support its distinctive mission and ethos, and to encourage staff and students to follow this example;
- ✓ carry out duties in line with all policies and promote a positive, harmonious working environment;
- ✓ the job purpose and key task statements above are indicative and by no means exclusive. The need for flexibility amongst staff is therefore considered important.

## Health and Safety Responsibilities

- ✓ All staff have a responsibility to be aware of, comply and act upon the Health and Safety Policies of the Academy and Trust, and to undertake risk assessments as appropriate;
- ✓ the Academy site is a designated no smoking site.

## Person Specification

Criteria	Essential (E) or Desirable (D)
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"><li>✓ Qualified teacher status (E)</li><li>✓ Good honours degree (E)</li><li>✓ Continuing good record for professional development (D)</li></ul>
<b>Skills, abilities, and experience</b>	<ul style="list-style-type: none"><li>✓ Achievement of high standards (D)</li><li>✓ Awareness of the value of assessment data in raising standards (D)</li><li>✓ Use ICT to enhance learning (D)</li><li>✓ Effective verbal and written communication (E)</li><li>✓ Ensure that the educational needs of all children are met (E)</li><li>✓ Skills to teach all Key Stages (D)</li></ul>
<b>Curriculum Knowledge</b>	<ul style="list-style-type: none"><li>✓ Planning for all areas of learning meets the needs of all students (E)</li><li>✓ Assessment procedures used to inform planning for teaching and learning for all students (E)</li><li>✓ Understanding effective inclusion practice (E)</li><li>✓ A broad and balanced curriculum for all students (D)</li></ul>
<b>Disposition</b>	<ul style="list-style-type: none"><li>✓ Clear understanding of how students learn and how their needs can be met (E)</li><li>✓ Clear understanding and commitment to equality principles and practices (E)</li><li>✓ Determination to overcome barriers, including attitudinal barriers to the effective inclusion of all students (E)</li><li>✓ A commitment to high standards for all (E)</li><li>✓ A commitment to self and Academy improvement (E)</li></ul>

**The Mercian Trust is committed to safeguarding and promoting the welfare of children. All post holders are subject to a Satisfactory Disclosure & Barring Service Check. Satisfactory employment references and identification and qualification checks will be required before commencing duties.**