



Job Description

Job title: Teacher of English

Main purpose of the role:

The core purpose of the role is to engage and inspire students to learn and develop a passion for English. They should feel empowered to plan, prepare and deliver the highest quality lessons to students, covering a range of topics at both Key Stage 3 and Key Stage 4.

The current School Teachers' Pay and Conditions Document and the DfE Teachers' Standards apply to the professional duties of all teachers in all teaching posts.

Faculty: English & Media

Position reports to: Head of Faculty –
English & Media

Location: The Ongar Academy

Position is responsible for: N/A

Length of contract: Permanent

Salary: Main Pay Scale

Key Responsibilities and Accountabilities

Main duties:

Quality of learning

- To ensure lessons are planned in accordance with the schemes of work for each course.
- To ensure awareness of prior learning and any additional educational needs of students are met.
- To ensure high expectations are set for the achievement and behaviour of all our students.
- To ensure the academy's curriculum policies for marking, assessment, setting, target setting, recording, and reporting are enacted.
- To ensure the progression and continuity is achieved across and between key stages.

Ethos and environment

- To deal appropriately in the first instance, with behavioural issues in the classroom, seeking support where necessary in line with the academy's Behaviour Policy.
- To ensure a consistent ethos in line with The Ongar Academy Code of Practice.
- To ensure the quality of appearance and order of teaching areas are of a high standard.
- To fully adhere to health and safety procedures.

Staff development

- To participate in staff development activities.
- To take opportunities to develop own skills and understanding.

Other activities

- To promote the general progress and wellbeing of individual students and of any class assigned.
- To communicate and consult with our parents and carers in line with academy policy.
- To participate in meetings arranged for any of the purposes described above.

Whole school

- To contribute to extra-curricular and enrichment activities.
- To participate in whole academy planning and developments through working parties and groups.

General

- To participate in the performance and development review process, taking personal responsibility for identification of learning, development, and training opportunities in discussion with your line manager.
- To comply with individual responsibilities, in accordance with the role, for health and safety in the workplace.
- To ensure that all duties and services provided are in accordance with the Academy's Equal Opportunities Policy.

The Trustees are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

Date of next review: Annually in line with the PMR process.

Person Specification - Qualifications and Experience	Essential	Desirable
Has qualified teacher status with a degree qualification	✓	
Evidence of further professional study		✓
Outstanding classroom teacher preferable with experience in all relevant key stages	✓	
Evidence to confirm undertaking recent CPD in the area relevant to this post	✓	
Experience of motivating and teaching students effectively to raise standards	✓	
Knowledge, Skills and Abilities	Essential	Desirable
Ability to manage behaviour and care strategies within the academy.	✓	
Has the ability and ideas to ensure that The Ongar Academy continues to build upon its reputation	✓	
Demonstrates outstanding leadership traits and is comfortable as a team player		✓
Ability to utilise data effectively to monitor progress and evaluate performance of classes	✓	
Up to date knowledge of curriculum and assessment developments	✓	
Has good organisation skills and make sound judgements when working under pressure	✓	
Knowledge and understanding of safeguarding issues	✓	
Ability to involve parents/carers, trustees, teachers, pupils, and other stakeholders constructively in planning improvements for the academy	✓	
Personal Qualities	Essential	Desirable
Treats people fairly, equitably and with respect to maintaining positive working relationships	✓	
A proven record of sustained outstanding classroom practice, demonstrating significant value added to achievement levels	✓	
Ability to maintain trust and be highly respected by staff	✓	
Has high expectations and shows a passionate commitment to developing the best in young people, with a relentless focus upon ensuring outstanding attainment and outcomes	✓	
A creative and imaginative thinker who can identify innovative solutions to problems		✓
Has a record of successful working with parents as partners in learning	✓	
Committed to on-going research into strategies that can be adapted for successful implementation at The Ongar Academy	✓	
High level of communication skills both written and verbal and ability to address a range of audiences	✓	
Commitment to safe-guarding and promoting the welfare of young people	✓	