



JOB PROFILE			
Job Title:	Teacher of English	School/Department:	Crawshaw Academy
Salary Grade:	MPS 2 – UPS £31,737 - £46,525	Working Hours:	32.5 hours Monday - Friday
Contract Type:	Permanent	Location:	Pudsey, Leeds
Responsible to: Headteacher & Senior Leadership Team			
<p>Role summary:</p> <p>Wanting to work with our excellent English Department and be part of an outstanding wider Trust team? This could be the perfect role for you!</p> <p>Red Kite Learning Trust is proud to support our #rkltpeople in all career stages. We offer a minimum starting salary of £31,737 for early career teachers, exceptional allowance options and progressive flexible working opportunities.</p> <p>Read on, follow this link or pick up the phone to begin your RKLT journey. We'd love to talk to you!</p> <p>The successful candidate will have outstanding English knowledge and be an expert in English pedagogy. We are looking for someone with a work ethic that focuses on student outcomes and with a deep commitment to on-going formative assessment, who is eager to engage in appropriate CPD.</p> <p>Red Kite Learning Trust is committed to safeguarding and promoting the welfare of students and expects all colleagues and volunteers to share this commitment.</p>			
<p>Special conditions of service:</p> <p>No smoking policy, including e-cigarettes.</p>			
<p>Role specific responsibilities:</p> <p><u>Duties and a Main Scale Teacher</u></p> <ul style="list-style-type: none"> It is the duty as a teacher to maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the Secretary of State. <p><u>Teaching and Learning</u></p> <ul style="list-style-type: none"> To manage student learning through effective teaching in accordance with the Faculty's schemes of work and policies. To develop students' literacy, numeracy, ICT capability and other key skills such as those of working with others, planning their own learning and problem solving. In particular, to help students become confident and independent learners. 			



- To inspire in students a love for learning by acting as a role model and showing enthusiasm for the subject.
- To ensure continuity, progression and cohesiveness in all teaching.
- To use a variety of methods and approaches to match curricular objectives and the range of individual student needs, and ensure equal opportunity for all students.
- To set home learning work regularly, (in accordance with the Academy home learning policy), to consolidate and extend learning and to encourage students to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the Faculty team to improve the quality of teaching and learning.
- To set high expectations for all students, to deepen their knowledge and understanding and to maximise their achievement.
- To use positive management of behaviour in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem.
- To keep up to date with developments in teaching methods and to constantly seek to improve their quality of teaching.

Monitoring, Assessment, recording, Reporting & Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
- To contribute towards the implementation of EHCPs as detailed in the current Code Of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets
- To assess students' work systematically to use the results to inform future planning, teaching and curricular development.

RK People responsibilities:

- Contribute to the overall aims and values of our Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- Contribute to ensuring safeguarding procedures are in place and used effectively at all times
- To be familiar and comply with Academy and statutory assessment and reporting procedures; to prepare and present informative, helpful and accurate reports to parents; to attend parental consultation evenings.
- Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the Academy policy.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in the job profile but which is in line with the general scope, grade and responsibilities of the role.



Our Trust Mission

Nurturing ambition, delivering excellence and enriching children's lives.



Our Trust Values



Collaboration

We pull together to deliver the best outcomes for every child in every school, working with professional generosity and openness for the common good. We share joy in our achievements - personal and collective.



Integrity

We put ethical leadership and excellent governance at the heart of our Trust, serving our schools and communities with fairness, honesty and transparency and a hunger for social justice.



Respect

We champion equity, equality and diversity. We treat our children, families, staff and partners with respect and kindness - modelling our values and wanting the very best for each other.

Our Trust Goals



We champion learning

Learning together creatively with a rich and broad curriculum, where great teaching and confident reading are fundamental to enriching children's lives.



We promote wellbeing

Ensuring the wellbeing of every child and member of staff in our Trust.



We invest in our people

Supporting every member of staff throughout their career to be the best that they can be.



We innovate with technology

Enabling all learners to harness technology, ensuring all have access at home, and innovating with technology for learning.



We are our Trust

Growing together collaboratively we will strengthen our Trust for the benefit of our children, our staff, our communities and our environment.

PEOPLE PROFILE

Aptitudes and Characteristics	Essential	Desirable
Skilled classroom practitioner.	*	
Highly effective communication skills.	*	
Ability to form good working relationships & influence others.	*	
Ability to work within and contribute to an effective team.	*	
Capacity to evaluate and improve.	*	
Willingness to try out new ideas and to contribute to the development of department strategies.	*	
Keenness to continue and improve upon professional development.	*	
High level of skill in dealing with issues relating to student behaviour.	*	
Ability to contribute to wider Academy life.	*	
Passionate belief in the ability of every student to achieve.	*	
A clear educational vision and sense of direction.	*	
Good organisational skills and high levels of self-motivation.	*	



Energy, self-confidence and the willing to 'give more' when the occasion demands it.	*	
Ability to work under pressure and to meet deadlines.	*	
Ability to maintain a sense of perspective in all working conditions.	*	
Record of good attendance and punctuality.	*	
Qualifications, Knowledge and Experience	Essential	Desirable
Demonstrate excellent teaching skills.	*	
Ability to teach all age and ability levels.	*	
Subject expertise in English.	*	
Degree level qualification in related subject.	*	
PGCE or relevant experience.	*	
Up-to-date knowledge of curriculum related issues 11-19.	*	
Detailed knowledge of pedagogical practice in relation to Teaching and Learning.		*
Thorough understanding of best practice in raising student attainment.		*
Knowledge of current guidance and regulations in relation to inclusion.		*
Safeguarding and Promoting the Welfare of Students	Essential	Desirable
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	*	

