



Teacher Job Outline and Person Specification

Position Title	Teacher of History
Location	Tavistock College
Reporting to	College Principal
Job Term	Permanent
Hours	Full time
Salary	TPS
Organisation	Dartmoor Multi Academy Trust

There are 18 schools within Dartmoor Multi Academy Trust, 3 secondary, 14 primary and a new SEMH school that opened in September.

On appointment, your main place of work will be at Tavistock College but you may be required to work at any other premises occupied by the Employer or any of the Employer's Academies within Devon as directed by the Employer.

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal

Job Purpose:

To be an effective teacher who challenges and supports your students to do their best by:

- inspiring trust and confidence in your students and colleagues;
- building team commitment amongst your students and colleagues;
- engaging and motivating students;
- analytical thinking;
- taking positive action to improve the quality of your students' learning.

With potential for middle leadership responsibility for the right candidate.

Main Duties and Responsibilities:

- Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.
- Plan tutorials, lessons and sequences of lessons to meet pupils' individual learning needs.

- Use a range of appropriate strategies and follow College policies for tutoring, behaviour management and classroom management.
- Use information about prior attainment to set well-grounded expectations for students in your teaching and tutorial groups.
- Assess, monitor and record the progress of students in your teaching and tutorial groups; give them constructive feedback, targets and advice; and, report their progress to, and discuss their progress with, their parents.
- Ensure that, as a result of your training and teaching, your students achieve well relative to their pupils' prior attainment, making progress as good or better than similar pupils nationally. You will be expected to achieve agreed Appraisal Objectives.
- Within the framework of the Trust's appraisal and CPD policies, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students learning.
- Make an active contribution to the policies, aspirations and plans of your House, of your curriculum team and of the College – a community comprehensive school, with Technology specialist status.

Professional Aspiration:

All teachers through professional growth and sustained and substantial performance and contribution to the College can aspire to a salary of UPS3.

UPS3 teachers play a critical role in the life of the College. They provide a role model for teaching and learning, making a distinctive contribution to the raising of student standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use outcomes effectively to improve pupils' learning.

Line Management:

Teachers are responsible to their Head of Faculty, Assistant Faculty or Subject Leader. Assistant Faculty and Subject Leaders are responsible to their Head of Faculty. Tutors are responsible to their Student Progress Leader or Student Progress Leader – Post 16.

Heads of Faculty, Student Progress Leaders and Student Progress Leader – Post 16 are responsible to nominated members of the leadership group.

Staff with Cross Curricular responsibility will report to the member of the leadership group responsible for that function and to their HoF and SPL in respect of teaching and tutoring.

Data Protection / General Data Protection Regulations Compliance

The Privacy Notice sets our general principles in relation to Data Protection and the General Data Protection Regulations. You should also abide all Trust policies relating to the use of data including but not limited to:

- Acceptable Use Policy
- Records Retention Policy
- Personal Data Breach Procedure
- Employee Code of Conduct
- E-safety Policy
- Social Media Policy
- Use of Personal Devices Policy

Our Privacy Notice for Employees explains how we use your personal data.

Teachers must abide by the Teachers' Standards throughout their career. Teachers (and staff appointed under Teaching Staff Terms and Conditions) must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

You should note that a duty of confidentiality applies to all personal data seen prior to the first day of employment (for example, pupil lists for the purposes of lesson planning or other activities to support teaching and learning). This reflects the custom and practice of those contracts of employment starting on the first day of term while recognising the need to be aware of and plan to support pupil needs.

Person specification:

Attribute	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Good degree or relevant vocational qualification pertaining to the subject to be taught. • Qualified Teacher Status (QTS) 	<ul style="list-style-type: none"> • Further professional level qualifications (e.g. Masters qualifications)
Experience	<ul style="list-style-type: none"> • Evidence of recent relevant professional training. • Able to teach History at Key Stage 4. 	<ul style="list-style-type: none"> • Able to teach Geography and Religious Studies at Key Stage 3.
Practical Skills & Personal Qualities	<ul style="list-style-type: none"> • Determination and energy to bring about continuous improvement in the operation of the College and the performance of its students. • A commitment to placing the learner at the centre of your practice and a willingness to develop teaching and learning strategies that enable this. • Willingness to work as part of a team in developing teaching and learning strategies. • Ability to make effective presentations to both large and small groups. • Ability to encourage and motivate students. 	

	<ul style="list-style-type: none"> • Ability to build and maintain effective relationships with parents, carers, partners and the community, that enhance the education of all pupils. • Able to articulate an overarching vision of educational development of the relevant Design Technology curriculum area. • Experience of examinations board requirements and regulations. • Proficient user of ICT. 	
Equal Opportunities	<ul style="list-style-type: none"> • The Dartmoor Multi Academy Trust is an equal opportunities employer 	

All schools in Dartmoor Multi Academy Trust are committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment.

The successful candidate will be required to undertake an Enhanced Disclosure via the Disclosure Barring Service (DBS).