



Teacher of Humanities

Salary / grade range	MPS/UPS (£30,000 - £46,525)
Location	Co-op Academy Grange
Reports to	Subject Leader

Purpose of role:

- To consistently deliver good/outstanding lessons and student outcomes.
- To ensure high standards of teaching and marking, assessment and feedback lead to good and outstanding progress and attainment for all students.

Key accountabilities (and specific duties / responsibilities):

- To consistently deliver good/outstanding lessons and student outcomes.
- To secure and sustain a positive climate for the learning and behaviour of students.
- To promote the inclusion and acceptance of all students within the classroom.
- To encourage students to interact and work cooperatively with others and engage, challenge, motivate and reinforce self-esteem with all students in activities.
- To take part in quality assurance processes within the Area to secure improvements and provide opportunities for professional development.
- To contribute to and participate in the development of a whole school approach to the development of basic skills.
- To work with the Humanities Area to implement a clear set of principles to ensure:
 - accurate monitoring and reporting of student progress
 - improvements in teaching are a priority focus area
 - marking assessment and feedback is provided to all students
 - work with other staff supports the implementation of a range of targeted interventions that lead to maximum student progress.
- To participate in an effective evaluation programme which informs Area and whole school self-evaluation processes and identifies priorities for improvement.
- To contribute to the Area improvement plan and SEF.
- To maintain knowledge and understanding of the school vision values and ethos, priorities, targets and action plans.
- To attend appropriate school meetings and participate and contribute to discussions.



- To mentor and coach staff, including ITT students to improve teaching, develop and share best practice, improve leadership, build confidence and maintain positive attitudes.
- To work with others to create a climate, which enables staff to develop, challenge and support each other, resulting in improved teaching.
- To offer support to colleagues teaching in the Area to consistently and effectively use information about prior attainment and information from assessment, marking and feedback to monitor progress to give clear and constructive feedback.
- To offer support to colleagues teaching in the Area to ensure that, as a result of their teaching, their students make good and outstanding progress in relation to prior attainment and compared to similar students nationally.
- To participate in effective strategies and procedures for staff induction, staff development and Performance Management.
- To participate in recruitment and selection procedures for Area staff.
- To prioritise and manage their own time effectively, balancing the demands made by teaching and involvement in Area development.
- To take responsibility for their own professional development and remain up to date with current practice undertaking any relevant training.
- To comply with any reasonable request from the Director of Area to undertake work of a similar level not specified in this job description.
- To develop and sustain relationships with others both within and outside of school.
- To comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting any concerns
- Contribute to Campus life and the overall vision, values and guiding principles of the Campus
- To participate in supervision duties as per the schedule produced by school.
- To model professional behaviour and attitudes around the school to ensure the highest standards of appearance and conduct are met.

To include the post holder's specific responsibility towards the promotion and practice of safeguarding the welfare of children that they come in to contact with through their job

Personal attributes required (based on job description):



Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I) test (T)
<p>Qualifications</p> <ul style="list-style-type: none"> ● To have Qualified Teacher Status. ● Be prepared to embark upon further training as required. ● Degree in related subject. 		<p>A/I</p> <p>A/I</p> <p>A/I</p>
<p>Experience</p> <ul style="list-style-type: none"> ● To have recent experience of teaching or have had recent relevant teaching practice in a comprehensive/secondary school ● Experience of working in an Alternative Provision setting 	D	<p>A/I</p> <p>A/I</p>
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> ● To have a good working knowledge of the National Curriculum programmes of study, cross curricular themes and assessment arrangements in one/both areas across the whole age and ability range. ● To demonstrate a commitment to safeguarding and promoting the welfare of children and young people and an expectation of colleagues to do the same. ● To have knowledge of a range of practical strategies to raise achievement and attainment. ● To have an understanding of how the schools vertical tutor system supports teaching and learning and raises achievement in the school. ● To be aware of health and safety issues related to Humanities ● Have effective communication skills, both written and verbal, to address a variety of groups and individuals. ● Good interpersonal skills. ● Good IT skills. ● Ability to work independently but to consult and liaise regularly. 		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>



<p>Personal Qualities</p> <ul style="list-style-type: none"> ● Be an excellent teacher demonstrating enthusiasm and a commitment to education. ● Be approachable and willing to help students both in and outside of lessons. ● Be able to initiate ideas, set own targets and meet own and other people’s deadlines ● Be prepared to participate in extracurricular activities (e.g. Trips, study sessions) if required. ● Have no contra-indications in personal background or criminal record indicating unsuitability to work with children/ young people. (Enhanced DBS required). ● Have energy and persistence, tempered with humour. ● Be able to work closely with a wide range of staff and students and establish and maintain good relationships. ● Be an effective team member. ● Be adaptable and flexible. Be able to meet the challenge of changing educational issues and situations. ● Ability to remain calm under pressure. Have an aptitude and enthusiasm for developing new skills. ● Be committed to the development of the school as a centre of excellence in the community. ● Be adaptable to changing circumstances and new ideas. ● Have commitment to the professional development of colleagues and self. 		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
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Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check.

All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.