

# INVICTUS

Education Trust

## JOB DESCRIPTION

**JOB TITLE:** Teacher of Humanities

**DEPARTMENT:** Ellowes Hall Sports College

**SALARY RANGE:** MPS/UPS

**REPORTING TO:** Head of Department

**RESPONSIBLE FOR:** None

**LIAISING WITH:** Headteacher, Senior Leadership Team, Head of department, teaching and support staff, outside agencies, and the Trust's central team

### MAIN DUTIES:

#### General Duties

Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate.

Provide high quality teaching and learning within the subject area.

Maintain high expectations and standards in classroom practice.

Maintain order and discipline while promoting good behavior.

Show commitment to continuous improvement in teaching and learning and the development of effective approaches.

Monitor and support the overall progress and development of students as a teacher and/or Form Tutor.

Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential and which meets their individual needs.

Contribute to raising standards of student attainment.

	<p>Share and support the school’s responsibility to provide and monitor opportunities for personal and academic growth.</p> <p>Show all students that they are valued.</p> <p>Contribute to school strategies for addressing barriers to learning that may prevent students from achieving their potential.</p> <p>Promote and safeguard the welfare of children and young persons you are responsible for, or come into contact with.</p> <p>Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.</p> <p>To contribute to the promotion of equal opportunities and celebration of diversity in all aspects of the work of the school.</p> <p>Be aware of and comply with all current Trust/school policies.</p>
<p><b>Staffing and Resources</b></p>	<ul style="list-style-type: none"> <li>• Positively engage in appraisal reviews as directed by Head of Department and SLT</li> <li>• Contribute to appraisal reviews as directed by Head of Department</li> <li>• Line-manage staff as indicated by the school structure</li> <li>• As directed by the Head of Department respond to developments and initiatives at national, regional and local levels</li> <li>• Contribute to the recruitment and induction of new staff</li> <li>• Promote teamwork and effective working practices</li> </ul>
<p><b>Other professional requirements:</b></p>	<ul style="list-style-type: none"> <li>• Establish and maintain regular communication in the Trust</li> <li>• Communicate with parents/carers and outside agencies where appropriate</li> <li>• Attend professional meetings as required</li> <li>• Be responsible for personal professional development and to keep up to date with educational initiatives that impact on the Trust and specifically in relation to Teaching and Learning</li> <li>• Attend Governance meetings as and when required</li> <li>• Actively engage in the Trust’s appraisal process</li> <li>• Take part in the Trust’s staff development programme</li> <li>• Attend and contribute to meetings</li> <li>• Work as a part of a team and positively contribute to effective working relationships</li> <li>• Take part in Trust events as directed by the CEO</li> <li>• Undertake the professional duties of a teacher and leader as set out in the school teachers pay and conditions document</li> <li>• Be a role model of the Teachers’ Standards</li> </ul>
<p><b>Other Specific Duties</b></p>	
<ul style="list-style-type: none"> <li>• Play a full part in the life of the Trust community, to support its vision, mission and values</li> <li>• Be an ambassador of the Invictus ethos and to encourage and ensure staff and students follow this example</li> <li>• Be courteous to colleagues and be welcoming to visitors</li> <li>• Comply with the Trust’s Health and Safety Policy and undertake risk assessments as appropriate</li> </ul> <p>Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to carry out any reasonable request to undertake work of a similar level that is not specified in this job description. This job description is current at the date shown but following consultation may be changed to reflect or anticipate changes in the job which are commensurate with the job title and salary</p>	

### **Support for the Trust**

- To take a full part in promoting the good name of the Trust and contributing positively to the overall ethos/work/aims of the Trust
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security confidentiality and data protection
- Comply with the Trust's dress code
- Attend and participate in meetings as required
- Participate in training, other learning activities and appraisal as required
- Recognise own strengths and areas of expertise and use those to advise and support others
- It is the responsibility of all adults employed by Invictus Education Trust to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children or young people.

### **Safeguarding Requirements**

We are deeply committed to safeguarding and promoting the welfare of Children and expect all Staff and Volunteers to share this commitment. All necessary Safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertake can be found at: [Keeping Children Safe in Education, 2023](#)

This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children's Barred List Check.

**It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.**

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website: <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>.

Positions at the school are exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to a post will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). DBS Filtering guidance can be found on the GOV.UK website. <https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>

## Person Specification

Criteria	Essential	Desirable
Qualifications	A teaching qualification together with Qualified Teacher Status (QTS)	Ability to teach an additional departmental subject to KS3  Good A-level
Experience	<p>A commitment of continued professional development</p> <p>Excellent subject knowledge</p> <p>Knowledge and understanding of the National Curriculum requirements across Key Stage 3 and 4</p> <p>Excellent classroom manager, able to create a positive, orderly and stimulating environment</p> <p>An understanding of the role of the Form Tutor in supporting the welfare and achievement of students</p>	<p>Excellent classroom practitioner</p> <p>Recent successful experience of teaching KS5</p>
Skills and knowledge	<p>Ability to use and promote a range of teaching &amp; learning strategies</p> <p>Ability to plan and deliver schemes of work to match the needs of learners</p> <p>An understanding of how assessment for learning can improve student performance</p> <p>Ability to contribute to the development of Department Improvement Plan</p> <p>A confident and competent user of ICT</p> <p>Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning</p> <p>Ability to use student level data to raise standards</p> <p>Ability to communicate both orally and in writing to students and their parents/guardians</p> <p>Ability to demonstrate a commitment to equality of opportunity for all students</p> <p>Ability to create a stimulating and safe learning environment for all students by:</p> <ul style="list-style-type: none"> <li>• Establishing high expectations</li> <li>• Implementing effective classroom management and organisation</li> </ul>	
Personal qualities	Enthusiasm and a positive outlook	

	<p>The ability to work independently and collaboratively as a member of a team</p> <p>Creativity in problem solving, together with a willingness to take on or try new approaches and ideas</p> <p>A positive attitude towards professional development and their own learning</p> <p>Reliability and integrity</p> <p>Excellent personal organisation</p>	
Flexibility	To work flexibly to meet the needs of the Trust and its educational establishments. Can be required to work in any location within the Trust	

This job description/person specification may be amended at any time in consultation with the postholder.

Chief Executive Officer's signature: \_\_\_\_\_

Date: \_\_\_\_\_

Postholder's signature: \_\_\_\_\_

Date: \_\_\_\_\_