JOB DESCRIPTION AND PERSON SPECIFICATION

LYNN GROVE ACADEMY
Creative Education Trust

Job Title	Teacher of Modern Foreign Languages (0.8 FTE)	**Location**	Lynn Grove Academy
Salary	M1 - UPR3 £34,069 - £52,835	**Hours**	26 hours, 52 weeks
Department	Modern Foreign Languages	**Reports To**	Assistant Principal for Raising Achievement

JOB PURPOSE:

To be responsible for achieving the best possible standards in work and behaviour for all pupils in your classes. To promote and safeguard the welfare of all pupils in the school. All teachers are required to carry out the duties of a school teacher as set out in the current 'School Teachers' Pay and Conditions Document' and all teachers' job descriptions are linked to the DfE Teachers' Standards 2012. Teachers' work performance will be assessed against the Teachers' Standards as part of the annual appraisal process.

KEY RESPONSIBILITIES AND DUTIES:

Teaching

- Teach pupils across Key Stage 3 and Key Stage 4.
- Plan schemes of learning.
- Engage in short and medium term planning of lessons based on schemes of learning.
- Establish clear targets for pupils achievement and evaluate progress through the use of appropriate assessments.
- Adapt lesson plans based on assessment of pupils' current progress.
- Give pupils regular precise feedback.
- Support pupils to respond to feedback, reflect on progress, and take a responsible and conscientious attitude to their work.
- Set homework in line with school policy.
- Support the development of the pupil's numeracy skills as appropriate to the subject.
- Promote high standards of literacy including the correct use of spoken English.
- Use a range of appropriate teaching strategies so that all pupils can make good progress.
- Monitor the progress of groups and take steps to close the gaps between them.
- Use assessment for learning and assessment of learning opportunities to inform teaching and progress.
- Maintain an up-to-date knowledge of developments in pedagogy and research informed practice.

Learning Behaviour and Pastoral Care

- Implement whole school strategies to support pupil discipline.
- Establish a safe learning environment in which students feel safe, secure, and confident.
- Support good behaviour by using a range of strategies including sanctions and rewards consistently and fairly, and in line with school policies.
- Maintain positive relationships with pupils.
- Be a positive role model and consistently demonstrate the positive attitudes, values, and behaviours which we expect of pupils.
- Contribute to developing pupils personal, spiritual, social, moral, and cultural development.
- Support the pastoral development of pupils by engaging actively as a form tutor.

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- Promote and safeguard the welfare of all pupils, raising any concerns in accordance with the school's safeguarding protocols and procedures.
- Carry out morning, afternoon, and break-time supervision duties as directed.

Supporting Teams

- Support the school's Initial Teacher Training activity.
- Take opportunities to develop professionally and share good practice.
- Work collaboratively with our partner junior schools to support pupils' transition.
- Work collaboratively with teachers across the Creative Education Trust.
- Support the Knowledge Connected Programme and the Ambition Curriculum.
- Work collaboratively with parents and carers to support pupil progress.
- Uphold all school policies and uphold the staff Code of Conduct.
- Make a positive contribution to the wider life and ethos of the school.
- Attend parents' events and celebration events as appropriate.
- Perform additional duties and tasks required for the effective operation of the academy.
- Undertake other various responsibilities as directed by the Principal.

JOB REQUIREMENTS:		
	Essential	**Desirable**
QUALIFICATIONS	• Qualified Teacher Status. • Degree in relevant subject. • Recent and relevant CPD.	• Masters level degree.
EXPERIENCE	• Successful experience of teaching at Key Stage 3 and 4. • Experience of devising strategies to support less able children and extend the more able.	• Experience of teaching at Key Stage 5.
KNOWLEDGE AND UNDERSTANDING	• Understanding of effective curriculum planning; sequencing and addressing misconceptions. • Proven ability to deliver well-planned and stimulating lessons. • Good knowledge of what constitutes effective teaching and learning. • Demonstrable knowledge of evidence informed pedagogical approaches. • Understanding of the principles and practice of assessment for learning. • Demonstrable knowledge and understanding of effective behaviour management strategies and the ability to put these into practice.	

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SKILLS AND PERSONAL ATTRIBUTES	• Data analysis skills. • Good organisational skills. • Good communication skills. • Proven ability to establish productive and professional relationships with children, colleagues, and parents.	
CREATIVE EDUCATION TRUST VALUES	All colleagues are expected to demonstrate the Creative Education Trust values in their work by: • **Empowering Ambition:** Supporting personal growth, innovation and high performance. • **Championing Equity:** Promoting fairness, inclusion and high expectations for every student. • **Unlocking Opportunity:** Helping create access to knowledge, experiences and networks that broaden horizons. These values should be evident in how the post-holder works, collaborates and contributes to the wider Trust community.	
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity	
SAFEGUARDING	A thorough understanding of up-to-date safeguarding requirements and best practice	
OTHER REQUIREMENTS	High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.