

Job Profile: **Teacher of Religious Education (RE)**



Salary scale:	MPS – UPS
Working hours:	1.0 (0.8 considered)
Academy/department:	Lightcliffe Academy, RE Department
Responsible to:	Head of Department
Nature of contract:	Fixed terms (1 academic year)

Job purpose:

- To be responsible for providing a secure, caring and challenging educational environment which secures the highest possible standards of learning and progress for students.
- To fulfil the professional responsibilities of a teacher as described in the Teachers' Standards.

Job specific responsibilities:

- Plan and teach well-structured lessons to assigned classes, following the academy's plans, curriculums, and schemes of work.
- Assess, monitor, record and report on learning needs, progress and achievements of assigned students, making accurate and productive use of assessments and statistical information to evaluate the effectiveness of teaching.
- Adapt teaching to respond to the strengths and needs of pupils, making effective use of resources and interventions to ensure all students are supported.
- Set high expectations which inspire, motivate and challenge students.
- Promote excellent progress and outcomes by students.
- To mark, grade and provide written, verbal and diagnostic feedback as required.
- Demonstrate excellent subject and curriculum knowledge.
- Demonstrate their quality of teaching is 'good' to 'outstanding'.
- Participate in arrangements for preparing pupils for internal and external tests.
- To have a secure knowledge and understanding of the subject(s) being taught and the relevant pedagogy to teach effectively across the full age and ability range.
- To know, understand and use the relevant statutory and non-statutory curricular and frameworks for the subject(s) or curriculum area taught.
- To know how to make effective personalised provision for those taught, including those for whom English is a second language, have special needs or disabilities or other groups of students.
- To support and design opportunities for students to develop their literacy, numeracy, ICT, thinking and learning skills and cross-curricular themes.
- Make a positive contribution to the wider life and ethos of the academy.
- Work with others on curriculum and student development to secure the excellent outcomes required.
- Contribute to the improvement plan and its implementation.
- Maintain appropriate records and provide relevant, accurate and up to date information using the academy's data collection systems, completing relevant documentation to support the tracking of student progress.

- Promote the safety and wellbeing of students, alerting appropriate staff to problems or concerns observed and liaising with parents/carers and external bodies as appropriate and in accordance with academy policy.
- Manage behaviour effectively to ensure a good and safe learning environment.
- Contribute to PHSE activities according to academy policy.
- To be a form tutor to an assigned group of students as required.
- To support the academy's extra-curricular offer.
- Communicate effectively with students, parents/carers, and other colleagues, working collaboratively and cooperatively.
- To establish a clear framework for class discipline in line with academy policy to manage students' behaviour constructively and promote self-control and independence.
- Take responsibility for own professional development and to keep up to date with research and developments in best practice.
- Be open and receptive to asking for, and providing, feedback, as appropriate, and to use feedback to grow personally and professionally.
- Participate in arrangements made in accordance with the Trust approach to performance management.
- To participate in arrangements for further training and professional development as a teacher.
- To participate in the academy's ITT programme where appropriate.
- To take part in marketing and liaison activities such as opening evenings, parents' evenings and liaison events with partner institutions.
- To carry out supervisory duties in accordance with published schedules.

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and 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 academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services delivered, in a fair and consistent manner.

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 this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

Aptitudes, qualities and values:	Essential	Desirable
Willingness to make a positive contribution to the wider life of the academy and community	✓	
An inspirational teacher, passionate about teaching and learning with the ability to inspire, challenge and motivate students	✓	
Ability to work flexibly and collaboratively as part of a team as well as on own	✓	
Learns continuously and effectively adapts behaviours in response to feedback; able to evaluate own performance and focus development accordingly	✓	
Possess personal integrity, warmth, a willingness to grow and learn, and a sense of humour	✓	
An effective communicator, influencer and negotiator	✓	
Commitment to promoting an open, fair and equitable culture, managing conflict where necessary	✓	
Prioritise, plan and organise self and others	✓	
Logical, methodical with a meticulous eye for detail	✓	
A commitment to our mission and values demonstrated by current practice	✓	
Support the Christian ethos of Abbey Multi Academy Trust	✓	
Qualifications, knowledge, skills and experience:	Essential	Desirable
Qualified teacher status for England (or equivalent)	✓	
Relevant degree (or equivalent)	✓	
Recent, relevant professional learning and development	✓	
Excellent interpersonal, written and oral communication skills	✓	
Evidence of high expectations which inspire, motivate and challenge every student	✓	
Evidence of track record of results that exceed expectations	✓	
In-depth subject and curriculum knowledge	✓	
Consistently good or outstanding teacher in relation to career stage	✓	
Experience of effective behaviour management to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning	✓	
Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies	✓	
Awareness and understanding of the wider educational context and national accountability frameworks	✓	
Knowledge of/involvement in educational research on teaching and learning		✓
Confident in the use of ICT to support learning	✓	
Able to deliver all aspects of the subject at KS3 & KS4	✓	
Successful working relationships with students, staff, parents/carers	✓	
Experience of pastoral/tutor role	✓	
Experience of cross curricular initiatives/projects or whole school developments		✓
Driving licence/access to vehicle and willingness to travel to Abbey MAT Schools	✓	

Safeguarding and promoting the welfare of students:	Essential	Desirable
Appropriate motivation to work with children and young people	✓	
Ability to maintain appropriate relationships and personal boundaries with children and young people	✓	
Comply with the Trust's commitment to the protection and safeguarding of children	✓	

Our Trust mission:

In Partnership to Educate, Nurture and Empower

Our Trust vision:

Abbey Multi Academy Trust is committed to providing high quality education for all within an environment which is welcoming, disciplined and purposeful. Through a range of opportunities including academic, cultural and spiritual, our students and staff are empowered and nurtured to flourish and live 'life in all its fullness' (John 10:10).

www.abbeymat.co.uk

