PLUME
Maldon's Community Academy

Job Description

Job title: Teacher of Science

Main purpose of job:

The core purpose of the Classroom Teacher is to provide professional leadership to students in a subject area and to secure high-quality teaching, high standards of learning and achievement for all students, and to contribute towards the effective use of resources.

The current School Teachers' Pay and Conditions Document and the DfE Teachers' Standards apply to the professional duties of all teachers in all teaching posts.

Faculty: Science

Location: Plume Academy

Position reports to: Faculty Leader of Science

Position is responsible for: N/A

Length of contract: Fixed-Term until 31 August 2027, full time

Salary: Main – Upper Pay Scale

Key Responsibilities and Accountabilities

Main Duties:

The major responsibilities will be:

Quality of Learning

- Ensuring that their lessons are planned in accordance with the schemes of work for each course
- Ensuring that they are aware of the prior learning and special needs of their students
- Ensuring that they set high expectations for the achievement and behaviour of their students
- Ensuring that Academy curriculum policies for marking, assessment, setting, target setting, recording and reporting are enacted
- Ensuring that progression and continuity is achieved across the key stage and between the key stages

Ethos and Environment

- Dealing appropriately in the first instance, with behavioural issues in the classroom, seeking support where necessary in line with the academy's behaviour management policy

- Ensuring a consistent ethos in line with the Plume Academy Code of Practice
- Ensuring that the quality of appearance and order of their teaching area is of a high standard
- Adhering to health and safety procedures

Staff Development

- Participating in staff development activities
- Taking opportunities to develop their own skills and understanding in relation to their role

Other Activities

- Promoting the general progress and well-being of individual students and of any class assigned
- Communication and consultation with parents of students in line with academy policy
- Participating in meetings arranged for any of the purposes described above

Whole School

- Contributing to extra-curricular activities
- Participating in whole academy planning and developments through working parties and groups

General

- to participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager
- to comply with individual responsibilities, in accordance with the role, for health and safety in the workplace
- ensure that all duties and services provided are in accordance in the Academy's Equal Opportunities Policy

The Trustees are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment

Date of next review: Annually in line with the PMR process.

PLUME
Maldon's Community Academy

Person Specification - Qualifications and Experience	Essential	Desirable
Has qualified teacher status with a degree qualification	✓	
Evidence of further professional study		✓
Outstanding classroom teacher preferable with experience in all key stages	✓	
Evidence to confirm undertaking recent CPD in the area relevant to this post	✓	
Experience of successfully managing whole academy issues and initiatives	✓	
Experience of accurate year/key stage/subject self-evaluation and improvement planning in order to raise standards	✓	
Experience as a manager of leading, motivating and managing staff effectively to raise standards and evaluate the impact of initiatives(s)	✓	
Ability to hold people accountable and manage performance effectively	✓	
Experience of promoting excellence and challenging poor performance	✓	
Experience of managing staff and students to resolve conflict	✓	
Experience of responsibility in a curriculum area		✓
Knowledge, Skills and Abilities	**Essential**	**Desirable**
Ability to lead the development of behaviour and care strategies within the academy including leading CPD	✓	
Has the ability and ideas to ensure that Plume Academy continues to build upon its reputation	✓	
Demonstrates outstanding leadership traits and is comfortable as a team player	✓	
Knowledge of recent/current educational developments, initiatives and legislations and how they might impact upon the academy	✓	
Ability to utilise data effectively to monitor progress and evaluate performance	✓	
Up to date knowledge of curriculum and assessment developments	✓	
Has the knowledge, understanding and experience of additional support and outside agencies to assist in meeting pupils needs	✓	
Ability to initiate and lead change and maximise human and other resources	✓	
Has good organisation skills, the ability to delegate effectively and make sound judgements when working under pressure	✓	
Knowledge and understanding of safeguarding issues	✓	
Ability to involve parents/carers, trustees, teachers, pupils, and other stakeholders constructively in planning improvements for the academy	✓	
Personal Qualities	**Essential**	**Desirable**
Treats people fairly, equitably and with respect to maintaining positive working relationships	✓	
A proven record of sustained outstanding classroom practice, demonstrating significant value added to achievement levels	✓	
Ability to maintain trust and be highly respected by staff	✓	
Ability to chair meetings effectively and delegate	✓	
Has high expectations and shows a passionate commitment to developing the best in young people, with a relentless focus upon ensuring outstanding attainment and outcomes	✓	
A creative and imaginative thinker who has the ability to identify innovative solutions to problems		✓
Has a record of successful working with parents as partners in learning	✓	
Committed to on-going research into strategies that can be adapted for successful implementation at Plume Academy	✓	
High level of communication skills both written and verbal and ability to address a range of audiences	✓	
Commitment to safe-guarding and promoting the welfare of young people	✓	