



JOB PROFILE

Job Title:	Teacher of Science	School/Department:	Crawshaw Academy
Salary Grade:	MPS 2 – UPS £31,737 - £46,525	Working Hours:	32.5 hours a week Term Time Only
Contract Type:	Permanent	Location:	Pudsey, Leeds

Responsible to: Programme Leader of Science

Role summary:

We are seeking to appoint an inspirational and innovative teacher of science to join our science faculty. The successful candidate will be a skilled practitioner who is able to inspire and enthuse students through dynamic and creative teaching.

Red Kite Learning Trust is committed to safeguarding and promoting the welfare of students and expects all colleagues and volunteers to share this commitment.

Special conditions of service:

No smoking policy, including e-cigarettes.

Role specific responsibilities:

Duties as a Main Scale Teacher

- It is the duty as a teacher to maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the Secretary of State.

Teaching and Learning

- To manage student learning through effective teaching in accordance with the Faculty's schemes of work and policies.
- To develop students' literacy, numeracy, ICT capability and other key skills such as those of working with others, planning their own learning and problem solving. In particular, to help students become confident and independent learners.
- To inspire in students a love for learning by acting as a role model and showing enthusiasm for the subject.
- To ensure continuity, progression, and cohesiveness in all teaching.
- To use a variety of methods and approaches to match curricular objectives and the range of individual student needs and ensure equal opportunity for all students.
- To set home learning work regularly, (in accordance with the Academy home learning policy), to consolidate and extend learning and to encourage students to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the Faculty team to improve the quality of teaching and learning.



- To set high expectations for all students, to deepen their knowledge and understanding and to maximise their achievement.
- To use positive management of behaviour in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem.
- To keep up to date with developments in teaching methods and to constantly seek to improve their quality of teaching.

Monitoring, Assessment, Recording, Reporting & Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
- To contribute towards the implementation of EHCP's as detailed in the current Code Of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess students' work systematically to use the results to inform future planning, teaching and curricular development.
- To be familiar and comply with Academy and statutory assessment and reporting procedures; to prepare and present informative, helpful, and accurate reports to parents; to attend parental consultation evenings.

Subject Knowledge and Understanding

- Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the Academy policy.
- To have a thorough and up to date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
- To keep up to date with research and developments in pedagogy and the subject area and to constantly seek to improve the quality of their teaching.

Professional Development

- To be a role model to students through personal presentation and professional conduct
- To arrive in class, on or before the start of the lesson and to begin and end lessons on time.
- To cover for absent colleagues according to the national workload agreement.
- To cooperate with the employer in all matters concerning Health & Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
- To be familiar with the Academy's Staff Handbooks and the Department handbook.
- To support and implement all the Academy's policies, eg those on Equal Opportunities, Health & Safety, Citizenship, Literacy, Numeracy and ICT.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the Academy's performance management procedures.
- Willingness to be involved in extra-curricular activities such as making a contribution to after-Academy clubs and visits
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parent/carers and with other agencies with responsibility for students' education and welfare
- To undertake any reasonable task as directed by the Faculty Leader.
- To be aware of the role of the Governing Body of the Academy and to support it in performing its duties.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice
- To consider the needs of all students within lessons (and to implement specialist advice) especially those who; Have SEN needs, are gifted and talented or are not yet fluent in English.

Pastoral

- Every subject teacher will be expected to have pastoral responsibilities.

RK People responsibilities:



- Contribute to the overall aims and values of our 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 Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality, and data protection, reporting any concerns to the appropriate person.
- Contribute to ensuring safeguarding procedures are in place and used effectively at all time.

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

Our Trust Mission

Nurturing ambition, delivering excellence and enriching children's lives.



Our Trust Values



Collaboration
We pull together to deliver the best outcomes for every child in every school, working with professional generosity and openness for the common good. We share joy in our achievements - personal and collective.



Integrity
We put ethical leadership and excellent governance at the heart of our Trust, serving our schools and communities with fairness, honesty and transparency and a hunger for social justice.



Respect
We champion equity, equality and diversity. We treat our children, families, staff and partners with respect and kindness - modelling our values and wanting the very best for each other.

Our Trust Goals



We champion learning
Learning together creatively with a rich and broad curriculum, where great teaching and confident reading are fundamental to enriching children's lives.



We promote wellbeing
Ensuring the wellbeing of every child and member of staff in our Trust.



We invest in our people
Supporting every member of staff throughout their career to be the best that they can be.



We innovate with technology
Enabling all learners to harness technology, ensuring all have access at home, and innovating with technology for learning.



We are our Trust
Growing together collaboratively we will strengthen our Trust for the benefit of our children, our staff, our communities and our environment.

PEOPLE PROFILE

Aptitudes and Characteristics	Essential	Desirable
Skilled classroom practitioner	*	
Highly effective communication skills	*	
Ability to form good working relationships & influence others.	*	
Ability to work within and contribute to an effective team.	*	
Capacity to evaluate and improve	*	
Willingness to try out new ideas and to contribute to the development of department strategies.	*	
Keenness to continue and improve upon professional development.	*	



High level of skill in dealing with issues relating to student behaviour.	*	
Ability to contribute to wider Academy life.	*	
Passionate belief in the ability of every student to achieve	*	
A clear educational vision and sense of direction	*	
Good organisational skills and high levels of self-motivation	*	
Energy, self-confidence and the ability to 'give more' when the occasion demands it	*	
Ability to work under pressure and to meet deadlines	*	
Good sense of humour & ability to maintain a sense of perspective in all working conditions	*	
Record of good attendance and punctuality	*	
Qualifications, Knowledge and Experience	Essential	Desirable
Demonstrate excellent teaching skills.	*	
Ability to teach all age and ability levels.	*	
Subject expertise in ICT.	*	
Experience of more than one Academy.		*
A degree in an appropriate science such as biology, chemistry or physics		*
PGCE or equivalent qualification	*	
Has Qualified Teaching Status	*	
Up-to-date knowledge of curriculum related issues 11-19	*	
Detailed knowledge of pedagogical practice in relation to Teaching and Learning		*
Thorough understanding of best practice in raising student attainment		*
Knowledge of current guidance and regulations in relation to inclusion.		*
Safeguarding and Promoting the Welfare of Students	Essential	Desirable
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	*	

