**Teacher**

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| **Employment details** |
| Location | Teacher position will initially be based in our Grangetown setting; however, they may be required to work in any of our Middlesbrough Academies. |
| Reports to | Headteacher |
| Hours of work | Term Time Only plus PD Days |
| Grade | M1 – M6 + SEN Allowance |
| The role of Teacher at River Tees Academies will involve the delivery of an outstanding, broad and balanced curriculum for our KS3 learners who require a nurture model. We use a carefully sequenced and personalised approach that works towards achieving age related expectations while intervening to ensure every learner can access the curriculum and become ready for the future world of work. We use a relational approach to behaviour. Teachers work closely with our Personal Development Team to ensure that learners get the social and emotional support needed to enable them to succeed academically. Our team work together in school and across the Trust, sharing their experience, reflecting on best evidence-based research and innovating to discover pedagogies that work for each learner. We are continuously developing approaches that help all our learners to become more confident learners regardless of their starting point. |
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| **Teaching*** Plan work in accordance with the National Curriculum programmes of study.
* Liaise with relevant colleagues on the planning or units of work for collaborative delivery.
* Work in collaboration with Personal Development Leads, SENCO and other support staff.
* Consider student’s prior level of attainment and use them to set targets for future improvements.
* Set high expectations for students’ behaviour by establishing a purposeful working atmosphere in accordance with the RTMAT behaviour policy.
* Set appropriate and demanding expectations for students’ learning, motivation and presentation of work.
* Planning, implementation and delivery of specific programmes to develop progression for young people with SEN.
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| **Assessment, Recording & Reporting*** Maintain notes and plans of lessons undertaken and records of students’ work.
* Feedback and assessment pupils work on a regular basis in accordance with RTMAT policies and procedures.
* Keeping accurate records of each individual pupil’s progress.
* Carry out assessment programmes such as reports as agreed by RTMAT.
* Organising the displaying of pupils work in and around particular Teaching areas and/ or other places as required.
* Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual.
* Education, Health and Care Plans for students.
* Ensuring that learning resources are used effectively.
* Maintaining the tutor group register in accordance with River Tees Multi Academy Trust policies and legal requirements.
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| **Pastoral Work*** Undertake responsibility for a tutor group as required including tutor/student interviews.
* Be the first point of contact for parents of students in the tutor group.
* Monitor (and set targets for) the social and academic progress of individuals in the tutor group.
* Promote good attendance and monitor in accordance with the school's attendance policy.
* Follow RTMAT procedures and National Guidance on ‘Keeping Children Safe in Education’.
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| **Professional Standards*** Support the aims of RTMAT to promote a ‘learning community’.
* Treat all members of the community, colleagues and students, with respect and consideration.
* Treat all students fairly, consistently and without prejudice.
* Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
* Promote the aims of RTMAT by attendance at and participation in events such as open evenings, options evenings and the like (as appropriate to responsibilities).
* Support the ethos of RTMAT by upholding the Code of Conduct, uniform rules, etc.
* Take responsibility for own professional development and participate in staff training when provided.
* Reflect on own practice as well as the practices of RTMAT with aim of improving all that we do.
* Read and adhere to the various RTMAT policies as expressed in the School Improvement Plan, the staff handbook, subject team/year team documentation, etc.
* Participate in the development and management of the School by attending various team and staff meetings.
* Undertake professional duties that may be reasonably assigned by the headteacher (e.g. cover, etc.).
* Be proactive and take responsibility for matters relating to health and safety.
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The above duties and responsibilities cannot totally encompass or define all tasks which may be required of the post holder. The outlined duties and responsibilities may, therefore, vary from time to time without materially changing either the character or level of responsibility; these factors are reflected in the post grade. All employees are expected to demonstrate a commitment to the principles of equal rights both in relation to employment issues and service delivery and to adhere to the policies of River Tees Multi Trust in performance of their duties.All employees are expected to respect all confidentialities and principles and practice of the Data Protection Act. All post holders are required to comply with Health and Safety policies and legislation. |

**Person specification**

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| **Qualifications and training** |
| **Essential** | **Desirable** |
| * Degree or Equivalent in specialist subject.
* Level 2 or equivalent in English and maths.
* Primary teacher trained or a willingness to teach a range of subjects from the National curriculum.
 | * QTS Status.
* Post QTS Qualification.
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| **Experience** |
| **Essential** | **Desirable** |
| * Have taught children successfully meeting their many and varied needs.
* Have evidence of raising standards and accelerating pupil progress.
* Have evidence of collecting, analysing and questioning pupil level progress data for the purposes of target setting, and informing future planning.
* Have evidence of successful subject delivery and pedagogy.
* Evidence of substantial recent professional development, including curriculum developments and pedagogy.
 | * Have evidence of being an outstanding teacher.
* Proven ability to effectively keep abreast of academic and research thinking on how disaffected children can become successful learners.
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| **Knowledge & skills** |
| **Essential** | **Desirable** |
| * Understand current educational issues, theory and practice.
* Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements.
* Have a secure knowledge and understanding of their specialist subject(s).
* Demonstrate knowledge to answer subject-related questions and know the common misconceptions in their specialist subject(s).
* A sound knowledge of the Ofsted framework.
* Knowledge of legislation and guidance in relation to 'Keeping Children Safe in Education'.
* An understanding of, and competent use of, ICT to aid and promote the quality of teaching and learning.
* Excellent organisation and time-keeping skills.
* Well-developed interpersonal and communication skills.
* Ability to work with parents to secure a good learning attitude and environment for students.
 | * Understanding of progression in their specialist subject(s), including before/after their specialist age range.
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| **Personal traits** |
| **The successful candidate will be** |
| * Able Demonstrate personal enthusiasm and commitment to education aimed at making a positive difference and raising standards.
* Demonstrate personal and professional integrity, including modelling values and vision.
* Commitment to support the aims of the MAT.
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