

TEACHING & LEARNING CONSULTANT Primary Education

Leadership Scale (Inner London) + Performance and Loyalty Bonus
+ Harris Wellbeing Cash Plan + Pension Scheme (TPS)
+ Additional Harris Benefits

For a confidential discussion about this post with Sabeena Hasan, Primary Director, more information or to arrange a visit to a Harris Primary academy, please contact 020 8253 7777 or rebecca.irwin@harrisfederation.org.uk

Job Purpose

- To work with the academy as agreed to drive up standards of student attainment and achievement.
- To monitor and evaluate the work of the academy and to build its capacity to improve through mentoring, coaching, professional development and performance management as appropriate.
- To identify and model best practice and ensure this is shared and spread across the Federation.

Main Areas of Responsibility

- To work with the academy in order to support them to achieve measured improvement in order to achieve demanding targets.
- To undertake academy reviews and produce action plans to raise standards.
- Critically analyse and interpret data from a range of sources to identify appropriate improvement strategies and so ensure challenging targets are set and achieved.
- To pro-actively ensure appropriate intervention strategies are put in place when needed so that the academy meets its targets.
- To provide targeted and intensive professional development, consultancy and interventions.
- To coach and mentor staff and contribute to performance management arrangements as required.
- To model best practice and be seen as an approachable and useful fellow professional.
- To build external contacts with subject associations and other bodies on behalf of the academy.
- To establish a bank of high quality on-line materials, including teaching materials and schemes of work in the Harris Learning Gateway which are accessed by staff across the group.

- From time to time to teach key classes when required and/or to act as interim subject leader when a need arises.
- To keep up to date with developments in the subject and other Federation or academy Initiatives as agreed, and to provide leadership, advice and guidance to the academy.
- Work with Principals, Senior Managers and Federation Consultant Leaders as appropriate to ensure high quality recruitment, selection and retention of staff.
- To maintain appropriate records of work undertaken and report orally and in writing in a manner which ensures high levels of accuracy and integrity.
- To undertake subject updating and participate in other professional development activities as required.
- To show initiative, flexibility and the ability to deliver outcomes and make things happen.
- To promote and safeguard the welfare of the children and young people that they are responsible for, or come into contact with.
- To comply with the Federation and academy Health and Safety rules and regulations and with Health and Safety legislation.
- To undertake all other tasks reasonably assigned by the Director of Primary Education and the Harris Federation CEO.
- To work to the Primary Regional Director as part of the Central Team

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Attributes	Description	Desirable
Qualifications	First degree in subject specialism or equivalent. Qualified teacher status.	Current driving license.
Experience & Knowledge	At least 3 years' teaching experience. At least 2 years in subject leadership or equivalent. Clear evidence of having raised standards of achievement at all levels. Successful experience of curriculum development. Experience in observing and evaluating teacher quality and providing feedback. Experience of setting specific targets and managing improvement across a Key Stage or more widely. Successful experience in a multi-ethnic inner city school. Strong knowledge of the national curriculum programme of study for the core subjects. Evidence of being an outstanding teacher.	Evidence of having supported other staff in a coaching or mentoring capacity. Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues relating to the core subjects, including latest inspection and research findings.
Skills & Abilities	Ability to plan and deliver effective training and development programmes which meet identified needs within the academy. Excellent ICT skills. Strong communication and interpersonal skills. A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets. An ability to work flexibly and a drive to achieve the best possible outcomes.	Good influencing/negotiating skills. Capacity for future promotion.

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job:

- Essential: without which candidate would be rejected.
- Desirable: useful for choosing between two good candidates

We will consider any reasonable adjustments under the terms of the Equality Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (2018)
- (iv) Safeguarding Children

Please make sure, when completing your application form, you give clear examples of how you meet the essential and desirable criteria.

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Thank you for your interest in the Harris Federation. We look forward to receiving your application.

*If you think a career with us is right for you, discover more at:
www.harriscareers.org.uk*