

**Job Description**

Post: Teacher of Religious Studies

**Start date:** September 2018

Responsible to: Head of Department

Salary Range: MPS/UPS

## Purpose:

* To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate
* To monitor and support the overall progress and development of students as a teacher and form tutor
* To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
* To contribute to raising standards of achievement and maximising student attainment
* To share and support the academy’s responsibility to provide and monitor opportunities for personal and academic growth
* To be committed to the safeguarding of children

## Main Core Duties:

* To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of students
* To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Department
* To contribute to the Department’s improvement plan and its implementation
* To contribute to the whole academy’s planning activities
* To contribute to the Department process of self-review, evaluation and improvement planning activities

## Curriculum Provision:

* To assist the Heads of Department in order to ensure that the curriculum area provides a range of teaching and learning which complements the academy’s strategic objectives

## Curriculum Development:

* To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the academy’s strategic commitment, purpose and intent

## Staff Development:

* To take part in the academy’s staff development programme by participating in arrangements for further training and professional development
* To continue personal development in the relevant areas including subject knowledge and teaching methods
* To engage actively in the appraisal review process
* To ensure the effective/efficient deployment of classroom support
* To work as a member of a designated team and to contribute positively to effective working relations within the academy

## Quality Assurance:

* To adhere to and to help to implement academy quality procedures
* To contribute to the process of monitoring and evaluation of the faculty in line with academy procedures, including evaluation of the Department in line with academy procedures, including evaluation against quality standards and performance criteria
* To implement modifications and improvement where required
* To review from time to time methods of teaching and programmes of work
* To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy

## Management Information:

* To maintain appropriate records and to provide relevant accurate and up-to-date information for the academy’s management information system
* To complete the relevant documentation to assist in the tracking of students
* To track the progress of assigned students and use this information to inform teaching and learning

## Communications:

* To communicate effectively with the parents of students as appropriate
* To communicate and co-operate with persons or bodies outside the academy, where appropriate
* To follow agreed policies for communications in the academy
* To attend meetings in accordance with the academy’s policy

## Marketing and Liaison:

* To take part in marketing and liaison activities such as Open Evenings, Parents’ Evenings and liaison events with partner academies
* To contribute to the development of effective subject links with external agencies

## Management of Resources:

* To contribute to the process of ordering and allocation of equipment and materials
* To assist the Heads of Department with the identification of resource needs and to contribute to the efficient and effective use of resources
* To co-operate with other staff to ensure a sharing and effective usage of resources for the benefit of the academy, Department and the students
* To coordinate and manage the work of other staff, such as support staff, participating in the teacher designated lessons

## Pastoral System:

* To be a form tutor to an assigned group of students
* To promote the general progress and well-being of individual students and of the form tutor group as a whole
* To liaise with a Head of Year to ensure that well-being and educational development of their assigned students
* To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life
* To ensure the student in the form tutor group are led through an act of worship, such as a moment of reflection each day other than those when they attend assembly
* To evaluate and monitor the progress of students and keep up-to-date student records as may be required
* To contribute to the preparation of action plans, progress files, individual education plans and other reports
* To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
* To communicate, as appropriate, with the parent of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff
* To apply the behaviour management procedures so that effective learning can take place

## Teaching:

* To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in academy and elsewhere
* To use teaching strategies which will engage and challenge students appropriate to their needs and the demands of the syllabus
* To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
* To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
* To ensure that ICT, literacy, numeracy, cross-curricular aspects and academy subject specialism(s) are reflected in the teaching/learning experience of students
* To undertake a designated programme of teaching
* To ensure a high quality learning experience for students which meets internal and external quality standards
* To prepare and update subject materials
* To maintain good order, discipline and respect for others; to promote understanding of the academy’s rules and values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework; to safeguard health and safety and to develop relationships with and between students conducive to optimum learning
* To undertake assessment of students as requested by external examination bodies, department and academy procedures
* To mark, grade and give written, verbal and diagnostic feedback to students of individual work and group work they have undertaken

## Other specific duties:

* To play a full part in the life of the academy, community, to support its strategic commitment, purpose and intent and to encourage staff and students to follow this example
* To support the academy in meeting its legal requirements for worship
* To promote actively the academy’s policies
* To continue personal, professional development
* To actively engage in the academy’s self-review and evaluation processes
* To actively engage in the academy’s appraisal processes
* To comply with the academy’s Health and Safety Policy and undertake risk assessments as appropriate
* To attend meetings as determined and directed by the Principal
* To undertake any other duty as specified by the Principal not mentioned above
* To comply with the academy’s procedures concerning safeguarding and to ensure that training is accessed

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| *I confirm that I have read and understood the details contained within this job description.*  *I understand that by signing this document, I agree to the terms and conditions contained within it.* | |
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| **Signed**  **Print Name** |  |
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| **Dated** |  |

**Person Specification**

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|  | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** | Qualified Teacher Status, with subject specialism(s) related to the area of responsibility. | Further professional qualifications related to management and/or education  Appropriate in-service training/CPD |
| **PREVIOUS**  **EXPERIENCE** | A track record of success in learning and teaching of Religious Studies  Involvement in   * shaping and implementing the vision of the department; * developing and implementing departmental policy and practice * Scheme of Work/Lesson Plan development. | Involvement in curriculum initiatives and extra-curricular developments |
| **PROFESSIONAL COMPETENCE** | Knowledge of curriculum developments and opportunities in Religious Studies  Ability to articulate characteristics of effective teaching and learning with evidence of good practice  Good classroom management technique  Knowledge and understanding of effective assessment and its contribution to learning and progression  Understanding and experience of raising attainment strategies and improvement planning at a departmental level  The ability to use data to evaluate student performance and take effective action on the basis of this data  Excellent communication and organisational skills | Excellent ICT skills, and an awareness of its potential within the academy  Knowledge and understanding of current Teaching & Learning issues relevant to the needs of the academy  Able to express a vision for subject development  Able to use new technologies in the teaching of Religious Studies |
| **LEADERSHIP AND**  **PERSONAL QUALITIES** | A person who:   * Is committed to an ethos of high standards, personal fulfilment and academic success * Has a capacity to inspire through a love of teaching * Has an ability to relate well to the whole community * Has energy, stamina and determination * Has a genuine commitment to equal opportunities and inclusion | Involved in educational developments beyond what is required.  Eager to acquire further skills and career enhancement |
| **MANAGEMENT SKILLS** | An ability to establish positive and sensitive interpersonal relationships within the community  An ability to be a team player  An ability to plan time effectively and meet required deadlines | An awareness of whole Academy issues  An understanding of accountability  Eager to acquire further skills and career enhancement |