HUMMERSKNOTT ACADEMY
JOB DESCRIPTION

POST TITLE:	SUBJECT TEACHER MFL (Post Threshold)
GRADE:	This post is paid on Upper Professional Scale in accordance with the current National Teachers Pay and Conditions
STANDARDS:	The post holder is expected to have met the Post Threshold Professional Standards for teachers and to maintain these.
LINE MANAGER:	Subject Leader French
JOB PURPOSE:	1. To maximise the learning of all students. 2. To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures. **3.** To work with colleagues contributing to school improvement and building effective teams.

KEY AREAS OF RESPONSIBILITY

Form Mentor

1. To set high expectations for individual students in terms of dress, attendance and punctuality.
2. To treat students with respect and adhere closely to all school policies in relation to the safety and welfare of every child.
3. To liaise with parents, College Managers and the Senior Leadership Team to ensure that where these expectations are not being met, action is taken to address this.
4. To encourage students to develop self-confidence and high self-esteem though praise, reflection upon progress in school and outside and encourage participation in school activities and taking on responsibilities within the school community.
5. To monitor students general social and personal development, including concerns re behaviour, homework, personal and emotional well-being.
6. Where concerns arise identify actions that can be taken to address these including discussions with parents, College Managers and the Senior Leadership Team.
7. Where these may relate to Child Protection or Safeguarding issues, ensure that the Vice Principal (Student Support & Progress) is made aware of these immediately. More information on Child Protection issues is contained in the staff handbook.
8. To use Attitude to Learning data from reports on a termly basis to evaluate current progress and to help students review their progress and set action points for further improvement.

Teaching and Learning

1. To plan and deliver sequences of learning which enable students to move from their current level of attainment to their target grade or above.
2. To plan activities which challenge and engage students in lessons and homework tasks which extend learning.
3. To regularly assess progress in lessons in line with whole school policies through effective marking of student's work and standardised tests.
4. To identify appropriate intervention where it is clear that individual students or classes are failing to achieve their targets. This to include setting additional work, adjusting lesson plans, additional help in lessons and the use of catch up sessions after school.
5. To ensure every student completes work to a high standard both in terms of content and presentation in class.
6. To ensure every student meets deadlines and completes homework and coursework in line with expectations set by targets.
7. To follow up where work either in class or homework falls below expectations, including the use of sanctions such as detention etc.

8. To ensure parents are made aware of persistent underperformance.
9. To share with Subject/Faculty Leaders progress data on a termly/half termly basis and identify barriers to progress and actions to be taken to address these, initially by the teacher with support from Subject Leaders and others across the school.
10. To meet with Subject/Faculty Leaders on a regular basis to review progress of individuals and classes, this to include participation in Performance Management and planning personal professional development.
11. To personalise learning so that all students including those with individual needs or who are gifted and talented make good progress.
12. To manage the work of support staff in your lessons so that they make an effective contribution to learning.
13. To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a pro-active approach to health and safety matters in order to protect both yourself and others, including ensuring suitable risk assessments have been carried out.

Post Threshold Teachers are expected to:

1. Contribute significantly to implementing policies and practices and promoting collective responsibility.
2. Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

This will be demonstrated through the following agreed responsibilities

To be agreed

THIS POST IS SUBJECT TO ENHANCED DISCLOSURE. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE

Hummersknott Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.