**Reports To: Director of Department**

**Salary: TLR 2c**

**Job Purpose**:

* To raise standards at Ormiston NEW Academy through contribution to the Academy Development Plan
* To support the Director of the department by contributing to the overall leadership and management of the subject area
* To actively support the vision, ethos, culture and policies of the Academy and to take corporate responsibility for delivering this vision
* To lead in areas of core responsibility, as directed by the Director of the department
* To work to the professional duties set out in the School Teachers’ Pay and Conditions Document

**Key Duties and Responsibilities**

* To support the leadership, management and development of Subject
* To support the raising of standards and attainment in the Subject at all key stages.
* To be responsible for curriculum planning for Subject and the teaching of appropriate material
* To be responsible for the delivery of a range of pedagogies in Subject.
* To organise a disciplined working environment in which students can achieve their maximum potential, liaising with pastoral teams as necessary.
* To contribute to the ongoing development of appropriate resources, materials and schemes for learning in Subject.
* To support the organisation and deployment of Subject resources.
* To be responsible for monitoring students’ progress in Subject by academic tracking and data analysis.
* To support the Director of the department in planning and organising examinations, internal and external, of all students in the subject
* To play a key role in the Subject development plan and set targets.
* To play a key role in the implementation of, and adherence to all Academy Policies, specifically with regard to lesson planning and preparation, marking, assessment for learning, schemes for learning, homework and recording, monitoring and tracking of student progress.
* To build relationships and liaise with Sponsors, External Agencies and parent/carers where appropriate.
* To participate in appropriate meetings as required to raise attainment in Subject.
* To be a Form Tutor, when assigned, and to be responsible for carrying out the duties as set down in the generic Form Tutor job description.
* Contribute to the professional development (and performance management where appropriate) of colleagues using a broad range of skills appropriate to their needs so that they demonstrate enhanced and effective practice. (e.g. coaching, mentoring, induction)
* To fulfill the role of a classroom teacher to the highest standard
* To carry out the role in accordance with the aims of the Academy and its policies.
* To work co-operatively with other members of staff both departmentally and in the context of the whole Academy
* To encourage a positive ethos and orderly learning environment within the classroom by:
* Treating the children with respect
* Developing positive relationships with the children
* Being accessible
* Recognising effort and rewarding achievement
* Emphasising the value of good behaviour in the classroom
* To cover for absent colleagues in exceptional circumstances (staff should ensure that appropriate work is set during their absence)
* To attend appropriate INSET to enhance subject knowledge, awareness of curriculum developments, classroom management skills etc., and whenever appropriate, share new knowledge and experiences with colleagues

**Notes**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Condition of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to the Teachers’ Pay and Conditions.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the post holder.

Name: Signature...........................................

Date.............................................................

Signature of Line Manager....................................................................................................

Date..............................................................

**Person Specification**

**Qualifications:**

* QTS – Qualified Teacher Status
* Degree in relevant subject area being taught

**Knowledge, Skills and Experience:**

* Outstanding classroom practitioner
* Established and evidenced practice as an outstanding teacher over a prolonged period
* Evidence a commitment to own professional development
* Proven ability to raise standards in a classroom
* A clear philosophy on how and why the subject should be taught
* Subject knowledge sufficient to challenge able students and achieve high outcomes
* Strategies to enhance teaching and learning
* Use of intervention strategies
* Awareness of latest developments and initiatives in education
* A confident and competent user of ICT
* Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning
* Excellent interpersonal and communication skills
* The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience
* Developing high quality learning strategies and monitoring learner progress to raise attainment
* Working effectively as a middle manager or currently leading a key responsibility/development within a team
* Experience of contribution to the professional development/mentoring of colleagues
* Ability to plan and resource effective interventions to meet curricular objectives
* Development of partnerships with other schools, business and the community

**Personal Attributes:**

* Enthusiasm and a positive outlook
* The ability to work independently and collaboratively as a member of a team
* Creative in problem solving together with a willingness to take on or try new approaches and ideas
* A positive attitude towards professional development and their own learning
* Reliability and integrity
* Good personal organisation
* Commitment to and vision for developing links with the local community