**The Albion Academy Salford Academy Trust**

**Principal: Mr Karl Mackey**

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| **Job Title:** English Teacher | |
| **Work Location**: The Albion Academy | **Salary**: MPS |
| **Reports To:** CAL of Department | |

**General Duties**

In addition to those responsibilities and duties set out below, teachers at The Albion Academy are responsible for the efficient and effective execution of the professional duties set out in The (DCSF) School Teachers’ Pay & Conditions Document 2009 (STPCD) and any subsequent revisions of that document.

**Teaching and Learning:**

The post holder will:

Teach effectively, securing progress and attainment for students that at least meets their

individual targets by –

- Effective planning and preparation.

- Good or better teaching.

- Effective assessment in accordance with the Academy’s Assessment policy.

- Setting high expectations for students, engaging and motivating them and assuring a positive learning environment where good behaviour is the norm.

- Undertake a shared responsibility for assuring the well being and safeguarding of students by a meticulous application of the Academy’s safeguarding policy which is set out in the Academy’s Handbook.

* To teach English across the age and ability range including Key Stage 3 and Key Stage 4.
* To ensure students make good to outstanding progress in this subject.
* To use excellent subject knowledge to teach English at KS3 and KS4 levels to a diverse student population.
* To use technology to support teaching which is engaging and exciting.
* To be responsible for the health and safety of students in your care.
* To plan lessons which match the full range of learners’ needs.
* To use regular, thorough and accurate assessment that informs learners how to improve, using the Albion Academy Assessment for Learning Policy, to contribute to student progress.
* To plan and deliver well informed and engaging lessons according to the Albion Academy Teaching and Learning Framework.
* To manage the learning of students in a secure and friendly environment in which they can thrive.
* To use data to monitor and evidence student progress.
* To provide data on the progress of students taught.
* To ensure all students assigned make at least the expected level of progress due to good teaching.
* To motivate, support and challenge students to ensure that they have good attitudes to learning.

The post holder will:

* Encourage research into teaching practice, be a role model in the effective self-reflection required to be an effective practitioner
* Demonstrate professional characteristics at all times with all stakeholders, colleagues, students and parents.
* Contribute to extra-curricular provision.
* Take part in the performance management programme
* Be active in keeping up to date with the latest developments in education
* Engage in CPD, and the academy INSET programme
* Take part in the line management system
* Meet all expectations of academy policy, including adherence to safeguarding practice
* To contribute to the Academy’s continuous improvement.

This job description will be updated on a regular basis in consultation with the postholder. While every attempt has been made to make this job description exhaustive, there may be occasions when the specifics require review and/or the postholder may be asked to carry out additional, reasonable, requests of the Principal.

**Person Specification for English Teacher**

**Qualifications:**

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| --- | --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** | **Measured** |
| Degree | ✓ |  | App |
| QTS | ✓ |  | App |

**Knowledge/Skills/Experience:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** | **Measured** |
| The ability to plan work and assess which results in learners making sound and steady progress | ✓ |  | App / Int |
| Experience in working in challenging circumstances, dealing with pressure and working to deadlines | ✓ |  | App / Int |
| Proven track record in the successful management of young people to motivate and engage |  | ✓ | App / Int |
| Knowledge of GCSE and Vocational qualifications | ✓ |  | App / Int |
| To have experience of working in a learning environment with young people with Special Educational Needs |  | ✓ | App / Int |
| Recent and relevant experience of the inspection framework |  | ✓ | App / Int |
| The ability to prioritise, and manage a varied workload | ✓ |  | App / Int |
| To have established and developed successful working relationships with young people, parent/carers, teachers and support staff in a variety of situations | ✓ |  | App / Int |
| To have a commitment to equal opportunities and knowledge of the issues | ✓ |  | App / Int |

**Additional**

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| **Criteria** | **Essential** | **Desirable** | **Measured** |
| An understanding of relevant legislation concerning Safeguarding | ✓ |  | App / Int |
| A commitment to take part in all relevant in-service training and continual professional development | ✓ |  | App / Int |
| To be a confident and competent user of ICT including interactive whiteboard | ✓ |  | App / Int |
| To be fully up to date with current issues and developments in education | ✓ |  | App / Int |
| To support the academy and the sponsor’s inclusive ethos at all times | ✓ |  | App / Int |
| To uphold the academy’s reputation at all times | ✓ |  | App / Int |
| To be willing to participate in a programme of personal development and training | ✓ |  | App / Int |
| To be willing to take part in the Academy Performance Management process | ✓ |  | App / Int |