



**THE OLDHAM  
ACADEMY**

## **Job Description**

**Job Title:** Teacher of English

**Role accountable to:** Head of English

**Salary Scale:** MPS

### **Main Purpose of the job:**

- To develop, plan and deliver effective and high quality learning experiences for all students you teach.
- To be accountable for the learning outcomes and achievement of all students you teach.
- To develop your professional role within the corporate management structure at the Academy.
- To at all times safeguard the students' well-being and follow all child protection/safeguarding policies rigorously.

### **Be accountable for:**

#### **Subject knowledge and understanding**

- Maintain a secure knowledge and understanding of your subject(s) and related pedagogy to enable you to teach effectively at the Academy
- Keep abreast of current developments in good practice exemplified by syllabus/specification/framework development, research and inspection evidence, adapting your practice appropriately.
- Take responsibility for your own professional development by reviewing your own performance, acting upon advice/feedback and participating in the Academy mentoring and coaching programme if required.
- Take a shared responsibility in developing the teaching of Literacy and Numeracy

#### **Delivering high quality learning experiences**

- Progression in students' learning should be central to all your lesson planning.
- Have knowledge and understanding of a range of teaching strategies to:
  - ◇ deliver learning objectives, personalised learning and adapt your language to suit the needs of the students.
  - ◇ demonstrate the ability to consistently manage the learning of individuals, groups and whole classes, implement the Academy rewards system, and maintain good class discipline using the Academy's sanctions, where necessary.
  - ◇ ensure the effective development of students' Literacy, Numeracy, ICT, Thinking Skills and Personal Capabilities, Problem Solving and Team Working Skills.
  - ◇ Teach engaging and motivating lessons and when present, other adults are effectively used.
- Have high expectations of learners to ensure they achieve their full educational potential, establishing supportive and constructive relationships with them.
- Evaluate the impact of your teaching and feedback to students on their progress, attainment and well-being, modifying your planning and practice when necessary and sharing this with departmental colleagues where appropriate.

**Assessment, Reporting, Recording/Assessment for Learning:**

- Have knowledge of a range of approaches to assessment, including questioning, oral assessment and self-assessment and the importance of formative assessment.
- Make effective use of a range of assessment monitoring and recording strategies and assess the learning needs of your students in order to set challenging learning objectives and plan for future teaching.
- Mark and monitor students' class work and homework/independent learning to provide constructive feedback and opportunities for reflection to learners on their attainment, progress and areas for development.
- Have a good knowledge of the assessment requirements for public examinations and qualifications in your curriculum area.
- Have a good understanding of factors influencing student learning, including ethnicity, gender, abilities and attainment and how these relate to personalised provision for students.
- Know how to identify and support learners affected by changes or difficulties in their personal circumstances.
- Create opportunities to celebrate achievement, diversity and well-being.

**Pastoral:**

- To act as a tutor for students supporting the academic and pastoral needs of each individual.
- To be aware of Child Protection issues, knowing how to identify potential abuse/neglect and reporting concerns as they arise.
- To treat all students equally regardless of religion, ethnicity or gender but to be mindful of the different needs, values and beliefs of different groups.
- To use baseline data to track the overall attainment and achievement of students in your tutor group termly; identify underachievement and work with your Progress Leader to ensure intervention strategies are put into place.
- Attend, as required, calendared meetings and completion on time of all documentation required for the effective management of the Academy.
- Consistently demonstrate the positive values, attitudes and behaviour expected of students.
- Know the statutory framework for professional duties of teachers, an awareness of the policies and practices of the Academy and share in the collective responsibility for their implementation.
- Know how to use skills in literacy, numeracy and ICT to support your teaching and wider professional activities.

**Please note:** This job description provides an overview and may not cover all aspects of the job. The role may involve other responsibilities as reasonably expected from the Headteacher at short notice.

***"The school's work to promote pupils' personal development and welfare is outstanding"***

OFSTED: May 2016

## Personal Specification

### Qualifications


	Essential	Desirable	From
Qualified teacher status or recognised equivalent			A,I
Degree in related subject specialism			A,I
Evidence of continuous professional development			A,I
Additional, relevant training and qualifications in Safeguarding training			A,I

### Experience









Ability to Teach 'Good or Outstanding' English lessons			A,I
Proven success in improving student outcomes within a school			A,I
Teaching experience with the age range			A,I
Experience of implementing systems to support pastoral strategies as a form tutor			A,I
Ability to use/analyse assessment data systems to raise standards			A,I

### Knowledge and skills - the ability to...

Show knowledge of current education legislation, Ofsted framework, best practice, national trends and innovation			A, I
A thorough understanding of the benefits and implications of a specialist curriculum			A, I
Ability to support staff and students in maintaining high standards			A,I
Ability to form good working relationships with all staff			A,I
Ability to create a stimulating and safe learning environment			A,I
Ability to establish and maintain a purposeful working atmosphere			A,I
Ability to plan, prepare and deliver a curriculum relevant to the age and ability of the groups			A,I
Ability to assess and record the progress of students' learning			A,I
Demonstrate a commitment to equal opportunities			A,I
Ability to teach using a wide variety of strategies to maximise student progress and learning			A,I
Able to encourage children in developing self-esteem and respect for others			A,I
Ability to successfully deploy a wide range of effective behaviour management strategies			A,I
Ability to communicate to a range of audiences using a variety of techniques			A,I

Knowledge of and/or ability to use technology to support student learning			A,I
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### **Commitment - demonstrate commitment to...**

Excellence at all levels and a determination to succeed			A,I
Achieving the highest standards of teaching and learning for all students			A,I
Motivate others and adopt a positive approach to education			A,I
Equality of opportunity for staff, students and all members of the school and wider			A,I
Promoting The Oldham Academy North vision and ethos			A,I
Establishing a high quality, stimulating learning environment			A,I
Ongoing relevant professional self-development			A,I
Safeguarding and child protection			A,I

### **Key**

A Evidence from application form and personal statement

I Evidence from a face to face interview