**Job Profile**

**POST: Teacher of English**

**SALARY: MPS - According to experience**

**RESPONSIBLE TO: Head of Communication Faculty**

**RESPONSIBLE FOR: Teaching and Learning of all year groups, planning and preparation of lessons and Schemes of Work, working with the team to develop the Faculty of Communication**

**WORKING PATTERN: Refer to School Teachers’ Pay and Conditions Document**

**KEY RELATIONSHIPS: Academy Leadership Group; Head of Faculty and Subject; Students; Teaching and Associate Staff; Parent/Carers.**

**1 Job Purpose**

1.1 To support the Faculty in the delivery of the curriculum in support of raising standards and promoting the vision, ethos, culture and policies of the Academy.

1.2 To support the Faculty to secure high quality learning, raise standards and have a positive impact on student experience within the subject area.

1.3 To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support the development of the Communicaiton Faculty.

1.4 To work to the professional duties set out in the School Teachers’ Pay and Conditions Document and meet all requirements as appropriate of the Teachers’ Standards (attached as Appendices to this document).

**2. Key Responsibilities**

2.1 Ensure all students engage in learning and achieve, through careful planning of the structure, methodology and delivery of the learning experience.

2.2 Use assessment data to plan next step learning and overcome individual barriers to learning.

2.3 Raise standards of student attainment and achievement within the Faculty and monitor and support student progress.

2.4 Actively partake in coaching, mentoring, lesson observation feedback and co-teaching.

**3. Additional Duties**

3.1 Develop constructive relationships and liaison between other subject area staff, SEN staff and support staff.

3.2 Engage in relevant continuous professional development opportunities and performance management arrangements.

3.3 Attend Faculty and Academy Meetings and support enrichment activites.

3.4 Be responsible for academic and pastoral tracking, and review and support the well being and safeguarding of a group of students within their House and House Tutor Group.

3.5 To undertake other duties as may reasonably be assigned by the Principal or the Academy Trust, recognising that the duties of this post may vary from time to time without changing the general character of the post or level of responsibility. Recognise that roles and responsibilities may change as the Academy develops.

**Person Specification: Teacher of English**

You should demonstrate that you meet the following criteria:

**1 Education, training and qualifications**

1.1 Graduate or equivalent, Qualified Teacher status, registered with the Department for Education.

1.2 Evidence of relevant and challenging continuing professional development, specifically in relation to the secondary curriculum and cross phase pedagogy.

1.3 English and Mathematics at GCSE/’O’ Level or equivalent and/or sound literacy and numeracy skills (ITT QTS accreditation test level or European Computer Driving License (ECDL)).

**2 Knowledge and experience**

2.1 Proven record of improving standards of teaching and learning within the subject domain.

2.2 Evidence of good/outstanding classroom practice and clear demonstration of the ability to mentor/coach/model best practice to others.

2.3 Have a working knowledge of models and theories of learning, and how these can be applied to the Academy curriculum.

2.4 Experience of using student data to inform planning, target setting and interventions, in order to achieve above national average levels of student progress and attainment.

2.5 Experience of using IT based systems for data management, student reporting and strategic planning.

2.6 Evidence of implementing excellent behaviour management strategies leading to significant improvements to student attitudes to learning.

2.7 A strong understanding and commitment to the Academy vision.

2.8 Evidence of an understanding and commitment to child protection and safeguarding matters.

**3 Essential skills and abilities**

3.1 Ability to contribute to colleagues’ professional development.

3.2 Well developed planning, organisational and interpersonal skills.

3.3 Excellent written and verbal communication skills.

3.4 Analytical, flexible and innovative thinker.

**4 Personal qualities**

4.1 Commitment to high educational, professional and personal standards.

4.2 Understanding of the importance of maintaining confidentiality.

4.3 A flexible approach to work, including a sense of humour.

4.4 Commitment to equal opportunities and valuing diversity.

This job profile is subject to review to complement the Academy’s Performance Management Framework.

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| Name and signature of employee: |  |
| Date: |  |
| Name and signature of Performance Reviewer: |  |
| Date: |  |