



Job Description Teacher

Key Purpose: Teaching staff are expected to make a significant and sustained contribution to the core purpose of the academy – ensuring all students achieve their full potential; taking a significant role in promoting the highest standards of teaching and learning through a rich curriculum and within a vibrant, high challenge, low threat, fully inclusive learning environment.

Line Management: Reporting to: Director/Deputy Director of Learning
SLT Link for faculty/subject

Salary: Teachers Pay Scale as appropriate.

Vision

All staff at the Academy are employed to support and promote our key aim: *To enable the children who join us to leave as happy, healthy, well-adjusted young adults, who are well-prepared to take the next steps in their education and careers.*

All staff are required to support, model and, where appropriate, teach or promote, the Academy's values of HEART:

- ♥ Honesty
- ♥ Empowerment
- ♥ Awareness
- ♥ Responsibility
- ♥ Trust

All staff have a statutory responsibility for the safeguarding of children and the promotion of their welfare. This means that at all times, staff must consider what is in the best interests of our children and young people. In order to fulfil this responsibility effectively, all staff are required to:

- Ensure that they are aware of the Academy policy and procedures for child protection and safeguarding.
- To become aware, by attendance at relevant training, of the signs and symptoms of abuse.
- To attend annual refresher training as required and to have completed the online Level 2 Safeguarding and Prevent training.
- To report all causes for concern to the Designated Safeguarding Lead
- To ensure the safety of all pupils in the school learning environment both indoor and outdoor.
- To carry out or contribute to risk assessments as required.

All staff are required to adhere to the spirit and letter of the Academy's Equality Policy, to respect all aspects of diversity, to ensure no conscious discrimination and to challenge potential unconscious discrimination on the grounds of any protected characteristics.

All staff are required to maintain an up-to-date knowledge and understanding of all Health and Safety policies and/or legislation relevant to their role, and to notify their line manager in writing if they require additional training or support. All staff are required to undertake any reasonable duties or roles at the request of the Principal.

1. Personal Attributes

The post holder will be self-motivating, reflective and creative in solving problems and challenge their practice and seek personal improvement. Their performance will consistently ensure the provision of good or better learning and teaching, which leads to excellent pupil progress and achievement.

The post holder will ensure that the all pupil safeguarding duties, including child protection responsibilities are fully met and that, where applicable, all relevant health and safety legislation and the maintenance of risk assessment is complied with.

2. Purpose of Role

You are required to carry out the duties of a school teacher as set out in the relevant paragraphs of the current Teachers Standards' document.

This includes:

- Teaching across the full ability range; following departmental schemes of work, the National Curriculum and the relevant subject specifications.
- Contributing to the development of departmental schemes of learning.
- Plan engaging lessons which enthuse students in your subject, using a variety of teaching methods.
- Setting and marking homework, in line with academy/departmental policy.
- Integrating the development of key skills (numeracy, literacy and ICT) into teaching.
- Monitoring and assessing students, in line with academy/departmental policy.
- The pastoral care and academic and social progress of an allocated tutor group.
- Actively promoting the academy's high expectations and equal opportunities policy.
- Contributing to the academy meeting cycle.
- Maintaining a safe and attractive teaching and learning environment.
- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.

3. Performance Management:

The post holder will participate in the academy's arrangements for Performance Management.

4. Other Duties:

To assist the Principal in ensuring that the academy runs smoothly, as the need arises. This includes:

- Helping to maintain excellent behaviour around the academy at all times by undertaking daily duties and providing pastoral support for pupils, as appropriate.
- Undertaking the responsibilities of a Form Tutor; register students, accompany them to assemblies, promote their full attendance at all lessons and their participation in other aspects of school life. Liaise with parents/carers in collaboration with the pastoral team to ensure best possible learning and progress for students.
- Maintaining sound procedures for security, supervision, and maintenance of the school environment, ensuring that all safeguarding/health and safety regulations are met.
- Modelling the highest standards of professional conduct, supporting and driving excellence in all practice within the academy; ensuring that Cowes Enterprise College and the Ormiston Academies Trust are always presented positively within and beyond the academy.

Notes:

This job description is in addition to the duties and responsibilities laid down in the National Teachers Conditions of Service. This job description may be amended at any time following discussion between the head teacher and member of staff, and may be reviewed annually.

All staff are part of a wider academy team. Each individual, therefore, is required to support the values/ethos of the academy and the academy priorities as defined in the Academy Improvement Plan. This will mean being responsive to the needs of colleagues, parents and pupils and being flexible in a demanding environment. On occasions the post holder may be expected to carry out additional tasks, as requested by the Principal and Governors, which are not specifically detailed in this job description.

All staff in the academy work subject to statute and academy policies and procedures. The post holder will be expected to become familiar with these and work in accordance with them.

Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. It is essential that post holders disclose whether they have any pending charges, convictions, bind-overs or cautions and if so, for which offences. Any failure to disclose such convictions will result in dismissal or disciplinary action by the academy.

PERSON SPECIFICATION

Qualifications	Essential • Qualified teacher status. • Honours degree or equivalent. • A record of successful, or ideally outstanding, teaching in another school or successful teaching practices while training with the ability to take GCSE groups. Desirable • Ability to teach A-Level. • Commitment to undertake professional training/development relevant to the post/seeking career progression.
Experience, Skills & Knowledge	Essential • Excellent subject knowledge and experience of recent developments in the National Curriculum. • Awareness of the strategies available for improving the learning and achievement of pupils of all abilities. • Knowing the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people. • An understanding of equal opportunities, all aspect of inclusion and Safeguarding etc. • Excellent teaching skills that enable learners of all abilities to make at least the progress expected with the ability to motivate students of all levels and make learning enjoyable. Endeavour to give every child the opportunity to reach their full potential. • Effectiveness in using data/strategies to raise levels of achievement and in challenging underperformance. • Effectiveness in improving outcomes through the development of Teaching and Learning.

	• Excellent classroom and behaviour management skills with high expectations of pupil learning and behaviour. • High level of written and oral communication skills. • Effectiveness as a member of a team.
Personal Qualities	Essential • Dynamic with innovative ideas and a passion for teaching and learning. • Establish effective working relationships and set an excellent example through their presentation and personal and professional conduct. • Energetic with a commitment to extra-curricular activities. • A commitment to raising the aspirations of the whole school community. • Strong organisational, personal time management and planning skills. • Excellent inter personal skills that promote positive relationships with pupils, parents and colleagues. • Sense of humour and resilience.