

**Job Description**

**Post:**  Teacher of Creative Arts – including Music

**Grade:**  Main Pay Scale

**Reporting**

**Relationship:** Report directly to Director of Learning

**Job Purpose:** Teachers make the education of their students their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge; keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

**Ethos:** You are required to uphold the clarity of vision, ethos and strategic direction within the Academy; contributing to the Academy’s self-evaluation and understand its strengths and weaknesses, including the impact of your own work. Interact with students at all times within a Christian Ethos fashioned from a perspective of kindness.

**Main Duties/Responsibilities**

**Learning**

Set high expectations which inspire, motivate and challenge students

Establish a safe and stimulating environment for students, rooted in mutual respect.

Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.

Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

Be accountable for students’ attainment, progress and outcomes.

Be aware of students’ capabilities and their prior knowledge, and plan teaching to build on these.

Guide students to reflect on the progress they have made and their emerging needs.

Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.

Encourage students to take a responsible and conscientious attitude to their own work and study.

Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students’ interest in the subject, and address misunderstandings

Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.

Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher’s specialist subject.

Impart knowledge and develop understanding through effective use of lesson time.

Promote a love of learning and children’s intellectual curiosity.

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.

Reflect systematically on the effectiveness of lessons and approaches to teaching

Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all students.

Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.

Have a secure understanding of how a range of factors can inhibit students’ ability to learn, and how best to overcome these.

Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students’ education at different stages of development.

 Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.

Make use of formative and summative assessment to secure students’ progress.

Use relevant data to monitor progress, set targets, and plan subsequent lessons

Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

**Behaviour and Safeguarding**

Manage behaviour effectively to ensure a good and safe learning environment.

Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy’s behaviour policy.

Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.

Manage classes effectively, using approaches which are appropriate to students’ needs in order to involve and motivate them.

Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

**Professional Attributes**

Make a positive contribution to the wider life and ethos of the Academy.

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.

Deploy support staff effectively.

Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.

Communicate effectively with parents with regard to students’ achievements and well-being.

Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the Academy by:

* + - treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position
		- having regard for the need to safeguard students’ well-being, in accordance with statutory provisions
		- showing tolerance of and respect for the rights of others
		- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
		- ensuring that your personal beliefs are not expressed in ways which exploit students’ vulnerability or might lead them to break the law.
		- have proper and professional regard for the ethos, policies and practices of the Academy and maintain high standards in your own attendance and punctuality.
		- understand, and always act within, the statutory frameworks which set out professional duties and responsibilities.

**This post is subject to enhanced disclosure and the successful applicant will be subject to relevant checks before an offer of appointment is made.**