Rastrick
High School & Sixth Form



Appointment of a

Teacher of English

Fulltime permanent role
Fulltime post starting on January 2018
Closing date: 16 October 2017
Interviews will take place on 19 October 2017
NQTs applications welcome

Rastrick High School

Post Title:	English Teacher
Salary:	• MPS
Core Purpose:	• *To deliver high quality curriculum provision through effective teaching and learning* • *To carry out the professional duties of a qualified teacher as identified in the DfE Teachers' Standards*
Reporting to	• Director of English
Liaising with	• Director of English, Achievement Leaders, Achievement Managers, Learning Support Assistants
Teaching	• Plan work in accordance with the curriculum area programmes of study and so that it addresses the personalised learning needs of every student. • Liaise with relevant colleagues on the planning of units of work for collaborative delivery. • Work in collaboration with associate staff attached to any teaching group. • Take account of students' prior levels of learning and achievement and use them to set targets for future improvements • Maintain positive relationships by adherence to the advice given to staff in the Climate for Learning Policy. • Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the Climate for Learning strategies. • Provide students with the opportunities to develop the skills required in order to learn. • Listen to the views of students about their preferred methods and styles of learning. • Enable students to use their preferred methods and styles of learning where appropriate. • Set appropriate and demanding expectations for students' learning, motivation, and presentation of work.
Assessment and Reporting	• Maintain notes and plans of lessons undertaken and records of students' work in line with the School's Teaching and Learning policy. • Mark, monitor and return work as directed in the school marking policy • Complete formal assessment through the MIS system in line with policy and as specified in the published calendar. • Attend the appropriate Parents' Evenings to keep parents informed about the progress of their child. • Be familiar with the code of practice for identification and assessment for Special Educational Needs and keep appropriate records and personalised learning plans.
Care and Guidance	• Undertake responsibility for a tutor group or for any other arrangement for the care and guidance of students as is required by the School, including tutor, student, interviews and coaching and mentoring. • Be the first point of contact for parents. • Monitor (and set targets for) for students to improve motivation, behaviour or achievement as and when required. • Be prepared to undertake responsibility as required for the delivery of the PSHCE programme through the delivery of SMSC content in tutor time. • Promote good attendance and monitor in accordance with the School's attendance policy.
Professional Standards	• Support the ethos, vision, principles and values of the School.

	• Treat colleagues, students and all members of the community, with respect and consideration. • Treat all students fairly, consistently and without prejudice • Set a good example to students in terms of appropriate dress, standards of punctuality and attendance. • Support the aims of the School through attendance at and participation in events such as open evenings, option evenings and the like (as appropriate to responsibilities). • Support the ethos of the School by upholding the code of conduct, uniform rules, etc. • Take responsibility for own professional development and participate in arrangements as adopted by the School for the assessment of his/her performance and that of other teachers. • Reflect on own practice as well as the practices of the School with the aim of improving all that we do and achieving excellence. • Read and adhere to the various policies of the School and implement School Improvement Plan. • Participate in the development and management of the School by attending various team and staff meetings. • Undertake duties as prescribed within the School's policies • Ensure that all deadlines are met as published in the school calendar or deadlines set by the Director of English. • Undertake professional duties that may be reasonably assigned to them by the Headteacher. • Be proactive and take responsibility for matters relating to health and safety.
Knowledge and Understanding	• A clear understanding of current educational issues, theory and practice. • Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements. • Have a secure and detailed knowledge of the specialised subject. • Have an understanding of effective strategies to deliver their specialised subject.
Planning and setting expectations	• Identify clear teaching and learning objectives, content, lesson structure and sequences appropriate to the subject matter and the subject being taught. • Set appropriate and demanding expectations for students learning and motivation. Set clear targets for students learning building on prior attainment. Identify students who have Special Educational Needs in order to give positive and targeted support. Implement and keep records on personalised learning needs.
Assessment and evaluation	• Assess how well learning objectives have been achieved and use this assessment to establish future learning objectives. • Mark and monitor students' class work and homework providing constructive oral and written feedback, setting targets for students; progress in line with the School's marking policy. • When applicable, understand the demands expected of students in relation to Key Stage 3 and Key Stage 4 courses as well as post 16.
Pastoral System	• To monitor and support the overall progress and development of students within the subject. • To monitor student attendance and progress in relation to targets set for each individual, ensuring that appropriate action is taken where necessary. • To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description. • To ensure the Climate for Learning System is implemented in the subject area so that effective learning can take place.

Professional Development

- Understand the need to take responsibility for their own professional development and keep up to date with research and developments in pedagogy and in the subjects that they teach.
- Understand the professional responsibilities in relation the School policies and practices.
- Set a good example to the students in their presentation and in their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

Other Specific Duties

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Pay portability

The School will guarantee a teacher's pay portability for classroom teachers, providing the individual is able to demonstrate successful performance in their previous role. Successful performance can be demonstrated by a performance management statement (or other evidence) signed by a previous employer, confirming that performance has been successful during the last full performance management cycle. This would usually be the previous academic year. If a teacher cannot provide this evidence then the School will offer a salary scale that reflects the individual's experience, competence and impact on student outcomes. This will be evidenced in the recruitment and selection process and include information provided from referees.

PERSON SPECIFICATION

Job Title: English Teacher		
KEY CRITERIA	**ESSENTIAL**	**DESIRABLE**
Qualifications & Experience	• Education to degree level or equivalent in the (or closely relating to) the identified subject • QTS registered (or working towards this on an ITT programme) • An excellent track record of recent, relevant professional development • Evidence of raising standards and performance of a cohort of young people • An understanding of what is effective teaching and performance within the curriculum area.	• Innovative use of resources • Working with young people through an enrichment setting
Knowledge & Understanding	• Excellent written and communication skills, including appropriate ICT skills • A secure knowledge of the importance of data as a means both to measure and to extend progress • A high level of organisational skills • The ability to create a stimulating visual environment in the classroom	
Communication Skills	• Build relationships with students and colleagues • Ability to communicate to a range of Audiences including parents and the wider school community • Demonstrate a high level of skills in written formal communication	
Decision Making and Judgement Skills	• Make decisions based on analysis, interpretation and understanding of relevant data and information • Demonstrate good judgement	• Think creatively and imaginatively to anticipate, identify and solve problems
Personal qualities	• A commitment to inclusive education • Evident enjoyment in working with young people and their families • Empathy in relation to the needs of the school and the local community • Ability to inspire confidence in others • Adaptability to changing circumstances/new ideas • Reliability, integrity and stamina • Personal impact and presence • Work under pressure and to deadlines	• Achieve challenging professional goals • Personal ambition and potential for further promotion • Intellectual ability and curiosity • Determination to succeed and the highest possible expectations of self and others • Vision, imagination and creativity • Resilience and perspective