

**EMPLOYEE SPECIFICATION**

**POST TITLE:** General Subject Teacher

**POST NUMBER:** HUBGB

Temporary

☐

Permanent

☒

Part Time

☐

Full Time

☒

Casual

☐

	Essential	Desirable	How Measured During Recruitment and Selection Progress
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience across more than one key stage/subject specialism</li> <li>Experience of a relevant provision</li> </ul>	<ul style="list-style-type: none"> <li>Experience and understanding of the SMSC, British Values and Radicalisation agenda</li> <li>Consistent evidence of highly effective practice and positive impact on outcomes</li> <li>Extensive coaching/mentoring experience of students</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Education/Training Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status (valid from Sept 2019)</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding and PREVENT to Level 1</li> <li>Team Teach Trained</li> <li>First Aid Certificate</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Demonstrable evidence of responsibility for own CPD and that of others</li> </ul>		<ul style="list-style-type: none"> <li>Application/Interview</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Extensive range of effective behaviour management skills</li> <li>Ability to develop positive and productive relationships with students, staff and parents</li> <li>Passion for wider opportunities for learners in a variety of areas of work</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>

	Essential	Desirable	How Measured During Recruitment and Selection Progress
	<p>both within school and promoting external opportunities</p> <ul style="list-style-type: none"> <li>• Ability to work independently and be self-motivated</li> <li>• Resilient</li> <li>• Exceptional communicator</li> <li>• Highly literate</li> <li>• Problem solver</li> <li>• Highly organised</li> <li>• Ability to work as part of a team</li> <li>• High degree of emotional intelligence</li> </ul>		

# The Hub School



## Job Description: General Subjects Teacher

<b>Post Title:</b>	Teacher
<b>Allocated Person:</b>	
<b>Responsible to:</b>	SLT Line Manager
<b>Scale Point:</b>	MPS/UPS
<b>Teaching Commitment:</b>	22/25

**Line managers:** SLT

### Main purposes of the post:

At The Hub School we recognise that our learners have vulnerability and potentially a negative educational experience, our vision is to ensure that they engage in highly effective learning experiences to motivate them to learn, achieve and progress.

As a teacher at The Hub School the post holder will deliver highly effective learning experiences to learners across the provision.

The post holder will be expected to at least meet the Teacher Standards and if they do not consistently do so they should expect to be challenged.

### General Tasks:

- Plan, deliver and evaluate exceptional learning experiences to all learners
- Analyse and evaluate relevant assessment data, both formative and summative, to ensure that all learners make good progress from their individual starting points, particularly focussing on key groups
- Fulfil the statutory responsibility of a teacher with regard to assessment and reporting
- Provide daily support to the Attendance Team by ensuring that legal registers and lesson registers are accurately completed in a timely manner
- Plan to impact on the wider curriculum programme to ensure The Hub School meets with British Values, Healthy Living, Careers and Social, Moral, Spiritual and Cultural requirements
- Deploy 'other adults' within the learning experience to maximise learner progress within the lesson and across a series of lessons
- Liaise directly with key staff for example –Multi Agency Support Leader, Attendance and Welfare Lead and Data and Exams Officer to ensure that learners within their lessons are effectively supported and their needs catered for
- Liaise closely with the Leadership Team to contribute to the development of curriculum, assessment and teaching and learning strategies across the provision
- Offer coaching support to other colleagues, as appropriate, to ensure a self improving culture where everyone aspires to be their best
- Take an active role in their own and where appropriate contribute to the professional development of staff by sharing good practice
- Ensure a presence and a contribution at relevant events related to learners ensuring these celebrate achievements

- Be a visible presence around the school site at duty times to contribute to the calm learning environment
- Facilitate the development of additional learning opportunities and experiences within the school day e.g trips and visits, guest speakers to compliment the learning experience
- Contribute effectively to the development of the School Vision and Ethos
- Contribute to the consistent implementation and review of relevant policies E.g. Teaching and Learning, Uniform Policy, Equal Opportunities Policy, etc.
- Take an active role above and beyond a classroom teacher with regard to safeguarding and child protection of all young people
- Work within the Risk Management Policy to manage risk for the organisation
- Display as a minimum those teacher competencies expected of all The Hub School teachers with regard to subject knowledge, subject application, marking, assessment, recording and reporting
- Ensure effective use of resources, including new technologies, to stimulate learning and progress

### **Managing student welfare:**

- Ensuring student welfare is secure and students feel safe in school.

### **As a member of staff of The Hub School:**

- Role model appropriate behaviours within a professional environment including conduct, communication and personal appearance
- Role model high levels of literacy and numeracy including modelling appropriate language
- Have high expectations of students and self
- Aspire to develop your professional skills and qualifications
- Use all forms of social media appropriately
- Take responsibility for the reputational management of The Hub School
- Contribute to systems of evaluation and performance of the organisation positively.

Your duties may involve access to information of a confidential and sensitive nature which may be covered by Data Protection Act 2018. All employees will be expected to comply with the DPA when handling any personal data. Confidentiality must be maintained at all times. In addition to the above the post holder must be committed to safeguarding and promoting the welfare of children and young people.

This Job Description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties. In addition you may be expected to take part in any other reasonable duties which may be required.

<b>Employee signature:</b>	
<b>Print Name:</b>	
<b>Date:</b>	