

Job Description

Roots to Excellence - Teacher (either Maths or English specialism)

Working hours	Part-time, Saturdays + additional planning as required
Salary	Weekly rate £100
Pension scheme	Local Government Pension Scheme
Start date	September 2025
Contract term	Permanent
Line manager	Programme Manager
Interview date	14th July

Job Purpose

This role involves designing engaging and effective lessons, assessing student progress, and supporting the development of the LAET Tutors. The teachers will also play an integral role in delivering aspects of the leadership, cultural, and personal development curriculum, helping to inspire and empower students both academically and personally.

Key responsibilities:

Curriculum Development & Delivery

- Develop and deliver the KS3 and KS4 curriculum in English and/or Maths, ensuring it aligns with the needs of students in the Roots to Excellence programme.
- Design and implement engaging, challenging lessons that support both academic success and personal growth.

Cultural & Personal Development

- Deliver aspects of the leadership, cultural, and personal development curriculum, integrating leadership skills, personal development, and cultural awareness into English and/or Maths teaching where appropriate.
- Encourage students to develop their leadership potential, cultural awareness, and personal skills alongside their academic studies.

Assessment & Progress Reporting

- Conduct regular assessments of student progress in Maths and/or English.
- Maintain detailed progress records and report on students' academic achievement, including areas for improvement.
- Provide constructive feedback to students, tutors, and parents.



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Support & Development of LAET Maths Tutors

- Support and develop the LAET Tutors, ensuring they are equipped with the skills and knowledge to effectively support students.
- Offer ongoing guidance and mentorship to tutors, helping them improve their teaching practice and student engagement.

Classroom Environment & Relationship-Building

- Build and maintain positive relationships with students, fostering a safe, respectful, and inclusive classroom.
- Use motivational strategies to promote student engagement and academic achievement.
- Focus on developing a supportive learning environment rather than relying solely on discipline.

Teamwork & Ethos

- Collaborate as part of the Roots to Excellence team, ensuring a consistent and unified approach to delivering the programme.
- Uphold and promote the Roots to Excellence ethos, ensuring students receive holistic support for both academic and personal development.

For further details on the position, please see the sections below for a detailed person specification, general responsibilities of LAE Tottenham staff members and general terms of the role.

Part 1 - Person specification

Essential professional criteria	How these will be confirmed
<u>Qualifications</u> Strong A-Levels, or equivalent	Sight of original exam certificates / academic qualifications will be requested
Leadership & Organisation: <ul style="list-style-type: none">• Proven ability to lead and manage staff and young people in an educational or youth-focused setting.• Highly organised, with strong planning skills and the ability to manage multiple tasks.	Confirmation of former relevant employment will be requested To be tested and discussed at the interview stage

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- Ability to anticipate challenges and resolve issues proactively.

Communication & Relationship Building:

- Excellent written and verbal communication skills, with the ability to compile learning materials, reports, and presentations.
- Confident in engaging with children, parents, staff, and external stakeholders.
- Strong interpersonal skills, with the ability to build trust and maintain professional relationships.

Youth Development, Mentoring & Training:

- Experience working with young people, particularly Black Caribbean communities.
- Understanding of the social, educational, and leadership challenges affecting Black Caribbean students.
- Ability to train and mentor Sixth Form students (aged 16–18), helping them develop leadership, communication, and coaching skills.
- Experience in facilitating workshops or training sessions for young mentors and tutors.

Problem-Solving & Innovation:

- Creative thinker who can develop innovative solutions and activities for young leaders.
- Ability to use social media and digital tools effectively for engagement.

There will be opportunities at interview to discuss experiences and examples that demonstrate these

Referees will also be asked about these skills and qualities



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Commitment & Professionalism: <ul style="list-style-type: none">• A strong commitment to the vision and values of R2E and the empowerment of Black Caribbean young people.• Self-motivated, with the ability to work independently and as part of a team.• Understanding of safeguarding responsibilities and a commitment to maintaining a safe environment.	
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Desirable professional criteria	How these will be confirmed
<u>Knowledge/Experience</u> <ul style="list-style-type: none">• Qualified Teacher Status (QTS)• Experience of teaching Maths or English in a primary or secondary school	There will be opportunities at interview to discuss experiences and examples that demonstrate these

Part 2 – Further information

General responsibilities as a member of LAE Tottenham staff

- To promote a culture of aspiration for all of our students
- To be supportive and understanding of the differing needs of young people
- To play a full part in the CPD programme, including prior to the start of the academic year
- To take part in evening and weekend events as appropriate
- To model intellectual rigour and a can-do attitude
- To support an atmosphere of openness and honesty
- To care for all other members of the school community
- To show a genuine passion for social mobility

Other Information

- This Job Description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete particular duties.
- The Job Description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after



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- This Job Description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
- This Job Description may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may deal with sensitive material and should maintain confidentiality in all school related matters.
- This role will involve flexibility in terms of working hours and days to be discussed at interview.

