****Thornhill Academy

Thornholme Road

Sunderland

SR2 7NA

Telephone: 0191 5007981

Email: Enquires@thornhillacademy.com

**Teacher of Science / Chemistry**

MPS

Thornhill Academy is an 11 to 16 secondary academy, with 574 students and occupies a large site in close proximity to Sunderland City Centre. Thornhill offers students and staff rewarding and deeply engaging experiences, and supports them on their journey to become inspirational and reflective practitioners, improving life for all in our community.

We are seeking to appoint an ambitious, enthusiastic and talented teacher of Science who is able to obtain the best outcomes for their pupils. We are looking for someone who is passionate about their subject and determined to impart knowledge, skills and understanding to all our young people, whilst exciting and engaging hem in their learning. The successful candidate will teach both KS3 and KS4 pupils and to have experience of delivering Chemistry to GCSE examination level would be an advantage.

This is an exciting opportunity to work in a popular, successful and forward looking academy within a well-established department with excellent facilities.

**Closing date for applications: Monday 24th February 2020**

We are committed to safeguarding and promoting the welfare of children and young people and to equality of opportunity. In line with safer recruitment practice pre-employment checks will be undertaken prior to an appointment being confirmed. This post is subject to an enhanced disclosure and barring check. We expect all adults to share our commitment to safeguarding and the health and wellbeing of our students.

Applications to be returned, by post, to Mr. I. Redford, Headteacher:

Thornhill Academy

Thornholme Road

Sunderland

SR2 7NA

Or via email: Enquiries@thornhillacademy.com

Details of application are available from the academy reception: 01915007981

**THORNHILL ACADEMY**

**JOB DESCRIPTION**

**Job Title**: Teacher of Science / Chemistry

**Grade:** MPS

**Disclosure Level:** Enhanced

**Purpose of role:** The provision of a full learning experience and support for pupils.

**Responsible to:** Director of Learning Curriculum Area, Head of House, Senior Management, Governors, as appropriate.

**Statement of general duties:**

a. To carry out the duties of a teacher in accordance with the provisions of the current Academy Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document and in the academy documents entitled "Role of Teacher" and "Conditions of Service".

b. To carry out such duties within the framework of the academy's agreed aims,

 objectives and policies.

**Additional responsibilities:**

a. Responsibilities at current salary level as agreed with the Headteacher

b. To carry out the duties of a group tutor if required, either attached or unattached, within the pastoral system of the academy, in accordance with the academy document

 entitled "Standard Practices for Tutors".

**Changes to the job description**

This job description will be reviewed regularly and, if necessary, amended in consultation with the teacher.

I acknowledge receipt of this job description.

**Signed:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date**:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Role of Teacher**

**Knowledge and Understanding**

* Demonstrate that they have a thorough and up-to-date knowledge of their subject
* Take account of wider curriculum developments which are relevant to their work

**Planning and Setting Expectations**

* To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.
* To contribute to the Curriculum Area’s development plan and its implementation.
* To assist the Director of Learning and the Leadership Team to ensure that the curriculum area provides a range of teaching which complements the academy’s development plan.
* Demonstrate consistent and effective planning of courses and lessons to meet pupils’ learning needs
* Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for pupils

**Teaching and Managing Pupil Learning**

* Develop a classroom environment and teaching practice which secures effective learning across the breadth of the curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and high standards of achievement, behaviour and discipline;
* Support the identification of, and provision for students with additional educational needs within the classes they teach;
* Regularly evaluate the effectiveness of their teaching and learning as part of the performance management process;
* Ensure setting of realistic and challenging expectations of students in the classes they teach; 6. Liaise effectively with staff to ensure the successful transition of students through the school;
* Contribute fully to meetings, discussions and management systems necessary to coordinate the work of the school as a whole.
* Show a willingness to teach across all Science disciplines up to KS4.
* To teach, pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in academy and elsewhere.
* To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
* To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
* To ensure that ICT, Literacy, Numeracy and academy subject specialism(s) are reflected in the teaching/learning experience of students
* To undertake a designated programme of teaching.
* To ensure a high quality learning experience for pupils which meets internal and external quality standards.
* To prepare and update subject materials.
* To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of curriculum content.
* To maintain discipline in accordance with the academy’s procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
* To undertake assessment of pupils as requested by external examination bodies, curriculum areas and academy procedures.
* To mark, grade and give written/verbal and diagnostic feedback as required.

**Assessment and Evaluation**

* Demonstrate consistent and effective monitoring of progress to give clear and constructive feedback
* To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
* To complete the relevant documentation to assist in the tracking of students.
* To track student progress and use information effectively to inform teaching and learning.

**Pupil Achievement**

* Demonstrate that, as a result of their teaching, their pupils achieve well relative to the pupils’ prior attainment, making progress as good as or better than similar pupils nationally. This should be shown in marks or grades in any relevant national tests or examinations, or academy based assessment for pupils where national tests and examinations are not taken.

**Managing Own Performance and Development**

* To take part in the academy’s staff development programme by participating in arrangements for further training and professional development.
* To continue personal development in the relevant areas including subject knowledge and teaching methods.
* To engage actively in the Appraisal process.
* To ensure the effective/efficient deployment of classroom support
* To work as a member of a designated team and to contribute positively to effective working relations within the academy.

**Quality Assurance**

* To help to implement academy quality procedures and to adhere to those.
* To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
* To review from time to time methods of teaching and programmes of work.
* To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.

**Guidance Duties**

* To be a Group Tutor to an assigned group of pupils as required and to carry out the duties associated with that role as outlined in the generic job description.
* To promote the general progress and well-being of individual pupils and of the Tutor Group as a whole.
* To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.
* To evaluate and monitor the progress of pupils and keep up-to-date student records as may be required.
* To contribute to the preparation of Action Plans and progress files and other reports.
* To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
* To communicate as appropriate, with the parents of pupils and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff
* To contribute to PHSE and citizenship and enterprise according to academy policy.

**Communication**

* To communicate effectively with the parents of pupils as appropriate.
* Where appropriate, to communicate and co-operate with persons or bodies outside the academy.
* To follow agreed policies for communications in the academy.
* To take part in activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner academy’s as required in the conditions of service documentation.
* To contribute to the development of effective subject links with external agencies.

**Employees will be expected to:**

* Comply with the academy’s Health and Safety policy and undertake risk assessments as appropriate through liaison with the academy’s Health and Safety Manager.
* Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
* Be courteous and provide a welcoming environment to visitors and telephone callers.
* Be a professional role model; this requires a professional standard of conduct and dress.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The employee must promote and safeguard the welfare of the children and young people that they are responsible for, or come into contact with.

The employee must act in compliance with data protection principles in respecting the privacy of personal information held by the council.

The employeemust comply with the principles of the Freedom of Information Act 2000 in relation to the management of Council records and information.

**PERSON SPECIFICATION**

**Person Specification for the Post of:** Teacher of Science / Chemistry

|  |  |
| --- | --- |
| **Minimum Essential Requirements** | **Method of Assessment** |
| **Skills/Knowledge** |
| Ability to develop good interpersonal relationships. | Interview |
| Ability to deliver and use ICT in the learning environment. | Application form and interview |
| Ability to inspire confidence and trust. | Application form and interview |
| Caring attitude to staff, pupils and parents. | Application form and interview |
| Individual and team worker. | Application form and interview |
| Evidence of good organisational skills. | Application form and interview |
| Ability to deliver through a variety of teaching and learning styles. | Application form and interview |
| Excellent classroom teacher | Observed lesson |
| **Experience/Qualifications** |
| Qualified teacher status. | Application form |
| Recent successful teaching experience. | Application form and interview |
| **Work Related Circumstances** |
| Flexibility and responsiveness. | Application form and interview |
| Resilience in the face of demand. | Application form and interview |
| Evidence of recent, relevant ongoing professional development. | Application form and interview |