

GREIG CITY ACADEMY



Job Description

This Job Description sets out in general terms the management, purpose and responsibilities of a specific job at GCA. It is not intended to be a comprehensive listing of every task that a GCA employee might be called upon to undertake. It is not a legal document, although it may be referred to in the Contract of Employment.

Job Title:	Second in RE
Faculty:	Religious Education
Responsible to:	Head of Faculty
Hours:	This is a full-time post
Salary:	Inner London Pay Scale + Additional Allowance AA2a

Duties and Responsibilities

You will:

1. be fully aware of, understand and carry out duties in accordance with the school's policies and procedures relating to Child Protection, health and safety, confidentiality and data protection and specifically in accordance with 'Keeping Children Safe In Education', and report all concerns to the named Child Protection contacts.
2. support the school's equal opportunities policy and support difference, ensuring each child has equal access to opportunities to learn and develop.
3. establish good relationships with pupils, acting as a role model and being aware of and responding appropriately to the needs of individual pupils.
4. support the school's Christian ethos and work positively and supportively in accordance with the school's plans, policies and procedures.
5. develop and maintain effective and positive working relationships with all staff, parents/carers and the wider community.
6. participate in training and other learning activities as required and attend appropriate professional development courses as identified through post-holder's training needs analysis.
7. ensure that the post-holder's line manager is made aware and kept fully informed of any concerns which the post-holder may have in relation to safeguarding and/or child protection.
8. be responsible for your personal professional development and participate in the school's scheme for Performance Management.
9. promote and celebrate the successes of the school and foster a positive image to the local community.
10. model excellent professional conduct with colleagues, students and the wider community, demonstrating high personal standards.

Duties and Responsibilities Specific to This Post

1. Curriculum Management

You will:

1. teach Religious Education at Key Stages 3, 4 and 5
2. assist with the management of all aspects of the RE curriculum within the school
3. contribute to the teaching of other subjects, if required, under the direction of the Head of Faculty
4. assist with the development, production and regular updating of RE schemes of work and assessments
5. contribute to developing, monitoring, reviewing and evaluating the RE curriculum
6. oversee the preparation and implementation of differentiated homework
7. assist in the setting of internal subject assessments and examinations
8. share responsibility for the organisation of the shadow/referral system and the taking of departmental detentions
9. provide materials for cover and supply teachers when necessary
10. produce reports concerning associated issues as requested by the Head of Faculty
11. contribute to the administration of a database that records and processes student assessment and progression information
12. develop procedures for recognising, valuing and rewarding student effort and achievement
13. ensure the promotion of equality and intercultural understanding within the school's framework for equal opportunities
14. contribute to the development of links with parents in order to keep them informed about curriculum, developments in the department and to involve them in their child's education
15. help promote the subject by producing displays, attending open evenings and talking to pupils
16. contribute to the professional development of both student teachers and early career teachers as necessary
17. work with the Head of Faculty to select appropriate syllabi for the subject area
18. plan educational visits and take students on these trips
19. take responsibility for certain curriculum and administrative tasks in the department
20. complete tasks as directed by the Head of Faculty

2. Staff Management

You will:

1. deputise for the Head of Faculty when required
2. help the Head of Faculty to monitor the quality of teaching and learning within the department by observing each member of the department teaching staff on a regular basis and monitoring samples of work
3. help with the assessment, recording and reporting within the department to ensure that formative, diagnostic and summative processes meet the needs of the students, parents and national requirements and are integral to the teaching and learning process
4. participate fully in all aspects of the Academy's development plan

5. keep abreast of current local and national curriculum developments related to the department and ensure effective dissemination to colleagues
6. assist with the distribution of full schemes of work and resources to all staff teaching within the department
7. encourage a climate of mutual support in which self-confidence and self-esteem can grow and an effective department be established and developed
8. share responsibility with the Head of Faculty for the training and development of colleagues within the subject area, including the induction of early career teachers
9. ensure that new knowledge and skills are fully utilised by seeking the full involvement of all members of the department through the establishment of performance criteria, the sharing of good practice, lesson observation and in monitoring of students' work
10. ensure that monitoring, evaluation and celebration are explicit in the management of the department, meeting regularly with individual members of staff to discuss the planning, implementation and review of objectives
11. assist in the appointment process of staff to the department, including where feasible supply staff, paying due regard to the Academy's Equal Opportunities Policy
12. represent the views of the Faculty within the Academy
13. liaise effectively with relevant colleagues as part of the wider management team of the school

3. Student Management

You will:

1. set the highest expectations of standards of achievement and behaviour within the department, faculty and the wider school
2. identify students with particular needs and liaise with colleagues to ensure that individual student needs are met
3. monitor and review students' progress and implement changes to ensure that students achieve their full potential in the integrated curriculum
4. celebrate and promote student achievement and success
5. encourage all members of the Faculty team to lead and consult with students regarding the self-evaluation and ownership of their learning
6. act as a form tutor if required with a commitment to pastoral work.

4. Resource Management

You will share in the decision making and allocation of resources with regard to curriculum development within the department

5. Competencies

As contained in the Teachers' Standards.

6. Attendance at meetings

You will:

1. meet with the Head of Faculty as agreed
2. organise and run departmental and all other meetings appropriate to the agreed areas of responsibility
3. attend faculty and all other meetings appropriate to the agreed areas of responsibility

7. Specific responsibilities

You will:

1. deputise for the Head of Faculty
2. work with the Head of Faculty in developing policies and procedures for SEND, EAL and gifted students
3. link with primaries to promote this subject area within the Academy
4. network within the community to promote external sources as models of excellence

8. Other

Any other duties which may, from time to time, reasonably be required within the level of responsibility of the post and any other professional duties as directed by the Principal.

9. Ethos

The Academy celebrates its place in a multi-cultural and multi-faith community. As a Church of England school, everything we do is underpinned by Christian values – values shared by those of other faiths and those with no religious faith, and which provide a moral framework for young people. A central thread in our collective worship policy is to help our students ‘to develop an inquiring mind and express and explore their own views openly and honestly’.

GCA has a commitment to safeguarding and promoting the welfare of children and has safer recruitment procedures in place for the selection of staff. It is committed to the principle of equal opportunities; we welcome all applicants and value the diversity they bring.

This job description will be reviewed as part of the appraisal process to reflect changing school, faculty and individual needs.

The duties and responsibilities of the post are to be carried out within the provisions of the Greig City Academy contract.

March 2024

Person Specification

Qualifications and Training	Essential	Desirable
Qualified Teacher Status	✓	
Good degree in the relevant subject	✓	
Courses of further study relevant to the post		✓
Evidence of pro-active commitment to personal and professional development throughout your career	✓	
Evidence of relevant training		✓
Teaching Quality and Experience	Essential	Desirable
Experience of teaching at KS3, GCSE and A level	✓	
Good general knowledge of the National Curriculum, assessment arrangements and approaches, especially literacy assessment	✓	
Be an excellent classroom teacher, comfortable as an exemplar to other staff, with a love for your subject and the ability to inspire and motivate students in all aspects of their learning so that they become effective, independent learners	✓	
Ability to plan lessons effectively and have sound understanding of strategies to raise attainment.	✓	
Ability to keep clear records of pupil progress, recording the data generated by assessments	✓	
Knowledge of effective record keeping and its use to promote the educational and personal development of students	✓	
Be committed to raising the aspirations and achievement of all pupils and able to demonstrate effective strategies for doing so	✓	
Good awareness of current educational developments	✓	
Be an enthusiastic and effective form tutor	✓	
Leadership and management experience, including performance reviews and lesson observations		✓
Skills, Personal Qualities and Disposition	Essential	Desirable
A commitment to the protection and safeguarding of children and young people, and to ensuring their well-being and achievement	✓	
Excellent interpersonal skills and the ability to build positive relationships with students, parents, staff and the wider school community	✓	
Excellent communication skills: be able to communicate clearly, both orally and in writing, with students, parents and carers, colleagues and other professionals	✓	
Have good organisational skills to create and maintain a stimulating and attractive learning environment	✓	
Excellent time keeping skills, with a demonstrable ability to meet deadlines and manage a fluctuating workload	✓	
Be able to work flexibly and as part of a team	✓	
Excellent ICT skills: have the ability to use them as a teaching tool as well as for administrative purposes	✓	
Be reflective and show the ability to analyse personal performance and that of others in a variety of situations	✓	
Have strong personal values, such as honesty and integrity, that provide a clear moral framework for professional conduct, and be able to show a clear understanding of the Christian ethos of the school	✓	
Be willing to contribute to the school's enrichment and extra-curricular programmes		✓
Be prepared to undertake appropriate training for the post and a willingness to continue training to manage the key areas and tasks outlined in the job description	✓	
Equalities and Safer Recruitment	Essential	Desirable
Be able to clearly demonstrate that you are committed to the equality of opportunities and have a clear understanding of how this can be positively promoted within the school environment, both to students and staff	✓	
Be able to demonstrate an understanding of the importance of forming and maintaining appropriate relationships and personal boundaries with children and young people	✓	
Be willing to undergo an enhanced DBS Disclosure check	✓	