Job Description

Job Title: Teacher

Location: Clacton Coastal Academy

Hours of work: Full time

Reports to: Learning Director/Curriculum Leader

Purpose of the Role:

To carry out the professional duties of a teacher in accordance with academy policies, providing high quality teaching and pastoral care and delivering high standards of learning and achievement for all students

To promote and adhere to the Trust's values to be unusually brave, discover what's possible, push the limits and be big hearted.

Responsibilities:

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Principal and, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

In addition, the successful candidate will be expected to contribute to:

- The development of consistently outstanding quality of teaching and learning
- Raising standards and improving student achievement
- Curriculum developments to enhance and improve engagement
- Actively promoting the Academy's corporate policies
- Continuing development of teaching, learning and assessment for learning
- Continuing development of resources to inspire, enthuse and encourage students to enjoy their learning, leading to a desire to achieve their highest potential at KS4 and continue their experience
- The progress and development of every pupil in their class, including those with SEND
- Adapting teaching and curriculum for pupils with SEND and incorporating guidance provided by the SENDCo and external professionals.
- Working closely with any additional adults to assess, plan, do and review support and interventions for each pupil with SEND in their class
- Working with the SENDCO to review each pupil's progress and development and decide on any changes to provision
- Setting high academic and behavioural expectations for all pupils, including SEND pupils and supporting their achievement.
- Identify pupils with SEND in their class.
- Engage in on-going SEND CPD offer

Particular Duties:
A MPR teacher is responsible for:

Their own Professional Development:

- keeping up to date with research and developments in pedagogy and in any subjects taught, raising, when appropriate, issues with appropriate AVP or VP
- evaluating their own teaching critically and use this to improve their effectiveness
- building up a thorough understanding of their professional responsibilities in relation to school policies and practices
- setting a good example to the pupils they teach in their presentation and their personal conduct
- participating in Performance Management arrangements
- continue professional development programme in pursuit of continually improving teaching and learning
- contribute to the development of the collaborative and reflective practice

Teaching and Managing Pupil Learning

- identifying clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- setting appropriate and demanding expectations for pupils' learning and motivation.
- setting clear targets for pupils' learning, building on prior attainment and considering each pupil as an individual
- using IEPs to identify pupils who have special educational needs, and
- ensuring effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- using teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- setting high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- ensuring that pupils are thoroughly prepared for their examinations and that any examination coursework is completed and marked according to examination board and departmental criteria
- liaising effectively with support staff working within Department

Monitoring and Assessing Pupil Progress

- marking and monitoring pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- assessing how well learning objectives have been achieved and use this assessment for future teaching.
- maintaining full records of attendance, homework, National Curriculum Attainments, and examinations for pupils taught, including members of the tutor group
- producing and analysing teaching group examination predictions and results as requested by the Learning Director/Curriculum Leader and the AVP Assessment, Recording & Reporting
- participating in departmental discussions of pupil targets and progress and of the development of strategies to meet departmental target
- overseeing the pastoral needs of all pupils taught and passing on any concerns to the appropriate member of staff
- mentoring and negotiating individual targets for tutees

Resources within the Department

- selecting and making good use of learning resources to enable teaching objectives to be met
- ensuring that stock and equipment is well cared for and economically used
- ensuring that departmental rooms present a stimulating and tidy environment
- implementing the Academy Health and Safety Policy

Communication with Parents

- attending any appropriate meetings with parents
- providing informative reports to parents
- raising, in consultation with the Achievement Director, particular concerns regarding tutees with parents

Internal Communication

- representing the views and interests of the Department to the Learning Director/Curriculum Leader providing information required by Learning Directors/Curriculum Leaders., Achievement Directors, SENCO
- actively participating in Departmental Meetings

Staff Absence

- ensuring that appropriate work has been set and that the resources required are available
- supporting supply staff who are working within the Department

Additional Specific Responsibilities

- as negotiated with the Learning Director/Curriculum Leader or Achievement Director in the interests of the pupils and of the CPD of the member of staff

General

- To participate in the appraisal process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager
- To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace
- To ensure that all duties and services provided are in accordance with the academy's Equal Opportunities Policy

Employee value proposition:

We passionately believe that every child can discover their own remarkable life. It's what motivates us around here. We know this vision requires something extra. Which is why at AET, you'll find more. More opportunities, so you can forge your own path. More care and support, so you can prioritise what matters most. More purpose, for you and for the children we're inspiring. Come inspire their remarkable with us.

Our values:

The post holder will be expected to operate in line with our values which are:

- Be unusually brave
- Discover what's possible
- Push the limits
- Be big hearted

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers' Pay and Conditions.
2. 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.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Headteacher.

5. 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 the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person Specification

Job Title: Teacher

	Detail	Essential requirements:	Desirable requirements:
ualifications	Qualifications required for the role	• Degree or equivalent • Teaching qualification recognised by DfE	• Post graduate study • Experience of further professional development
owledge xperience	Specific knowledge/ experience required for the role	• Successful teaching experience or teaching practice in secondary school • Knowledge of current curriculum issues • Knowledge of teaching and learning styles and strategies • Knowledge of the nature and purpose of a range of assessment strategies	• Successful teaching experience in 11-16 secondary schools • Experience of using ICT in the classroom • Contribution to extra-curricular activities
ills	Line management responsibilities (no.)		
	Forward and strategic planning		
	Budget (size & responsibilities)		
	Abilities	• Ability to review, evaluate, plan and lead by example • Ability to analyse and make balanced judgements in a variety of situations • Ability to encourage a collaborative approach and to work as a member of a team • Good inter-personal skills	• Ability to work in collaboration with industrial partners
rsonal aracteristics	Behaviours	• A commitment to the values of Clacton Coastal Academy: • A commitment to community partnerships and renewal • A commitment to equal opportunities • A commitment to extra-curricular activities • A commitment to involve parents, governors and the community in the work of the academy	
	Values	• Ability to demonstrate, understand and apply our values ○ Be unusually brave ○ Discover what's possible ○ Push the limits	

		○ Be big hearted	
ecial quirements		• Successful candidate will be subject to an Enhanced Disclosure & Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people • Role requires flexibility to meet academy needs including working at Maltings Academy, New Rickstones Academy & Witham Sixth Form Centre.	