



## Job Description

<b>Role</b>	Teacher	<b>Base Location</b>	River Academy
<b>Pay Scale</b>	MPR	<b>Reports to</b>	Curriculum Leader
<b>Purpose</b>	<ul style="list-style-type: none"> <li>To plan, resource and deliver highly effective and inspiring lessons as per the allocated timetable.</li> <li>To participate in a designated tutor team, leading highly effective tutor periods.</li> <li>To ensure that students make exceptional progress and achieve excellent academic results.</li> <li>To work with colleagues to design engaging and challenging schemes of work and lessons.</li> <li>To establish and maintain discipline in all aspect of their work and support others in the school to do so.</li> <li>To contribute to the effective working of the school and the Trust (including implementing all policies fully).</li> <li>To conduct themselves with professionalism and integrity at all times, acting with the best interests of the students in the Trust at all times.</li> <li>To ensure they are prepared for Ofsted inspections and any other benchmarking or assessment visits.</li> </ul>		
<b>Relationships</b>	The postholder will garner positive relationships with a range of stakeholders. These will include, but are not limited to Trust leadership, school leaders and colleagues in other Trust schools, school staff, students, parents/carers and external agencies as required.		
<b>Supporting Maiden Erlegh Trust</b>	The postholder may occasionally be required to support other schools in the Trust.		
<b>Main duties and accountabilities</b>	<p><b>Trust Culture</b></p> <ul style="list-style-type: none"> <li>Supporting the Trust’s values and ethos by contributing to the development and implementation of policies, practices and procedures.</li> <li>Maintaining the highest expectations of all students in a “no excuses” culture.</li> <li>Helping create a strong Trust and school community, characterised by consistency, collaboration and measured and respectful relationships.</li> <li>Supporting extra-curricular and whole school events.</li> <li>Supporting and working in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required (in line with school policy).</li> </ul> <p><b>Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>Following the Trust’s Learning and Teaching Framework and Homework Procedures.</li> <li>Planning and preparing highly effective lessons (including incorporating cross-curricular elements such as literacy, numeracy and PSMSC) under the guidance of the Curriculum Leader and in line with Trust/school Schemes of Work and Assessment.</li> <li>Motivating and inspiring students so that they enjoy their learning, can manage their own learning effectively and want to aim as high as possible.</li> <li>Directing and supervising support staff assigned to lessons.</li> </ul>		



- Participating in preparing students for internal and external assessment/examinations.
- Enriching the curriculum with trips and visits to enhance the learning experience of all students.
- Keeping up to date with developments relating to the subjects taught, examinations and good practice generally.
- Ensuring all classroom, assessment and feedback routines are upheld in all lessons.

#### **Assessment**

- Using a detailed understanding of students' starting points, barriers to learning and needs to ensure they are supported and challenged effectively so that they achieve the highest possible academic outcomes.
- Ensuring all students are guided to set themselves realistically aspirational targets, which are then used to inform planning and assessment as the course progresses.
- Using regular, formative assessment to monitor student progress and make the necessary changes and/or implement the necessary interventions to ensure the highest levels of student progress.
- Implementing and adhering to the Trust's Learning and Teaching Framework, Homework Guidelines and Assessment and Reporting Policy.
- Establishing plans and processes for individuals and groups of students, with measurable results, and evaluate those results to ensure improvements in student progress.
- Providing verbal and written assessments/feedback, reports and references relating to individuals and groups of students.
- Maintaining regular and productive communication with students and parents regarding progress, what students need to do to improve, how parents can help their child sanctions and rewards.

#### **Behaviour Management and Student Wellbeing**

- Implementing and adhering to the Trust's policies (eg: Behaviour, Safeguarding, GDPR, Anti-bullying, Health & Safety and Acceptable Use) ensuring the health and well-being of students is maintained at all times.
- Creating a positive, nurturing and open learning environment, where students are safe and feel safe to show curiosity and enthusiasm for the subject being taught.
- Taking responsibility for the behaviour and attendance of students in lessons, implementing appropriate sanctions and rewards and recording them appropriately.
- Undertaking allocated duties and ensure a presence which promotes the safety and wellbeing of students and staff.
- Ensuring all concerns of a safeguarding nature are reported and recorded as per our Safeguarding Policy and within a timely manner.
- Ensuring all concerns of a health and safety nature are reported and recorded as per our Health and Safety Policy and within a timely manner.

#### **Pastoral and Inclusion**

- Acting as a form tutor and, with direction from the relevant Head of Year, plan and deliver highly effective tutor and Personal, Social, Moral and Spiritual Sessions.



	<ul style="list-style-type: none"> <li>• Taking responsibility for the behaviour and attendance of students in their tutor group, implementing appropriate sanctions and rewards and recording them appropriately.</li> <li>• Reviewing tutees' reports and/or Individual Learning Plans at least half termly, recording outcomes of these conversations and any agreed actions as required.</li> <li>• Providing information and reports as necessary to inform discussions about SEND, involvement of other agencies, alternative provision and other similar reasons.</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Participating in the compulsory electives scheme, for which students are required to stay after school one day per week.</li> <li>• When required, participating in recruitment and selection or teacher training activities.</li> <li>• Be part of the appraisal system, taking full responsibility for their own objectives and professional development.</li> <li>• Undertaking other reasonable responsibilities as directed by the Curriculum Leader or SLT.</li> </ul> <p>Any other duties that reasonably fall within the purview of the post, which may be allocated after consultation with the post holder.</p> <p><b>The post holder will be accountable for:</b></p> <ul style="list-style-type: none"> <li>• The standards of progress and attainment of all students taught including the disadvantaged, those with special needs and the more able, which should on average be well above the national average.</li> <li>• The standards of conduct and behaviour for learning of all students.</li> <li>• The reliability and accuracy of formative and summative assessment of all students.</li> <li>• The reduction and/or removal of any differences in performance of groups of students.</li> <li>• The consistent implementation of school policy in the subject.</li> <li>• The effective and safe use of resources.</li> <li>• The safety and wellbeing of students in their care.</li> </ul>
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**The Trust retains the right to implement changes in job descriptions and person specifications to reflect changes in the demands of the post. Where this is necessary this will be done in consultation with you.**

<b>Signed:</b> <b>Post holder</b>	
<b>Date:</b>	



## Person Specification

Role	Teacher	School/Department	River Academy
<b>Qualifications, training and education</b>	<ul style="list-style-type: none"> <li>• Good quality degree.</li> <li>• PGCE, or equivalent, in secondary education.</li> <li>• QTS.</li> </ul>		
<b>Experience</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Experience of dealing with young people aged 11+, preferably within an educational context.</li> <li>• Recent experience of teaching your subject(s) at the relevant level(s).</li> <li>• Involvement in the marking of GCSE and/or A level examination scripts for a recognised Awarding Body.</li> <li>• Knowledge of the requirements of the National Curriculum and specifications of examination courses.</li> <li>• Knowledge of GCSE and/or A level specifications and curriculum initiatives.</li> <li>• An awareness of likely developments affecting the delivery of subjects at Key Stage 3, 4 and 5 (where applicable).</li> <li>• Awareness of equal opportunities issues and how they can be tackled through teaching and learning strategies and other SEN provision.</li> </ul>		
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• An ability to communicate effectively both orally and in writing.</li> <li>• An ability to devise and implement a range of teaching strategies to promote learning and enjoyment of a subject.</li> <li>• Highly skilled classroom practitioner, able to deliver a variety of teaching strategies.</li> <li>• Effective behaviour management and motivation.</li> <li>• An ability to carry out administrative tasks accurately and efficiently to meet tight deadlines.</li> <li>• Good IT skills and an ability to use ICT to good effect in the classroom if necessary.</li> <li>• A genuine enthusiasm for your subject(s) and a desire to communicate this to students.</li> <li>• A commitment to overcoming barriers to learning.</li> <li>• An ability to inspire confidence.</li> <li>• An ability to strike a good professional rapport with students, staff and parents.</li> <li>• Being a positive role model.</li> <li>• A readiness to become fully involved in the life of the school, sharing the values of the school and of the wider Trust.</li> <li>• An interest in contributing to the extra-curricular life of the school.</li> </ul>		
<b>Requirements specific to the role</b>	<p>All staff are expected to be committed to safeguarding, equality and promoting the welfare of children and young people and to be aware of local safeguarding policies and procedures and to report any concerns or information received as required.</p>		