**Reports To: Subject Director/Assistant Director/Subject Head of Department**

**Salary: MPS (NQT’s will be considered)**

**Job Purpose**:

Teachers will:

* Teach inspiring lessons utlising the 4-part lesson structure, use retrieval, homework and Do It Now activities to improve student knowledge
* Deliver expertise driven lessons using subject specialist knowledge and model success
* Support and manage student independence, to assess and demonstrate their understanding of the knowledge and expertise shared
* Review learning to support students and plan next steps

**Key Duties and Responsibilities**

In addition, Teachers will:

* Play a collaborative, engaged and developmental role in the department to develop expertise in the subject area
* To actively develop both pedagogical expertise and practice in the classroom to enable inspiring lessons
* Model expected standards and values as agreed and shared in the academy
* Use formative and summative assessment, often in lesson, to gauge progress in lesson
* Scaffold for and support students to access the expertise shared
* Use departmental curriculum planning to teach and retrieve well sequenced and interleaving lessons
* Communicate with parents and internal SEND expertise to support students effective
* Foster and nurture appropriate relationships with students so they flourish
* To monitor and record student progress in accordance with the academy policy on marking and assessment
* Attend student progress meetings with colleagues and parents
* Role model values to students, teach explicit behavioural norms to support routine and follow the academy behaviour policy
* Maintain a supportive and inspiring learning environment
* Be responsible for the effective management of resources
* To participate positively in Training and Performance Management to improve and consolidate performance

**General Duties and Responsibilities**

* To attend appropriate INSET to enhance subject knowledge, awareness of curriculum developments, classroom management skills etc, and whenever appropriate, share new knowledge and experiences with colleagues
* To participate in annual staff review (performance management) and other academy improvement and self-review processes
* To co-operate with the academy in complying with relevant health and safety legislation, policies and procedures in performance of the duties of the post.
* To carry out the duties and responsibilities of the post in compliance with the academy’s Equal Opportunities policies.
* To comply and carry out duties in line with the academy Safeguarding policies and procedures
* To maintain confidentiality and observe Data Protection and associated guidelines where appropriate.
* To carry out any other duties which may be reasonably regarded as within the nature of the duties and responsibilities of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms.

**Notes**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Condition of Employment.
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. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to the Teachers’ Pay and Conditions.
3. This 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 consultation with the post holder.

**Person Specification – Teacher**

**Qualifications:**

* QTS – Qualified Teacher Status (E)
* Degree in relevant subject area being taught (E)
* Evidence of continuous INSET and further professional development (D)

**Knowledge, Skills and Experience:**

* A clear philosophy on how and why the subject should be taught
* Subject knowledge sufficient to challenge able students and achieve high outcomes at sixth form level
* Awareness of the strategies available for improving teaching and learning
* A good understanding of curriculum developments in the specific subject area
* Familiarity with national initiatives
* Able to use a range of teaching and learning strategies
* An understanding of how assessment for learning can improve student performance
* A confident and competent user of ICT
* Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning
* Able to use student level data to raise standards
* Able to communicate both orally and in writing to students and their parents
* Promote the academy’s ethos, aims and values positively
* Create a happy, challenging and effective learning environment

**Personal Attributes:**

* Commitment, enthusiasm and a positive outlook
* The ability to work independently and collaboratively as a member of a team
* Creative in problem solving together with a willingness to take on or try new approaches and ideas
* A positive attitude towards professional development and their own learning
* Reliability and integrity
* Good personal organisation and management skills
* Develop good personal relationships within a team
* Communicate effectively (both orally and in writing) to a variety of audiences
* Ability to work under pressure and meet deadlines