

<b>Post:</b>	<b>Teacher</b>
<b>Location:</b>	<b>Ormiston Maritime Academy</b>
<b>Salary:</b>	<b>MPR (M1 – M6) – ECTs welcome</b>
<b>Status:</b>	<b>195 days per year; Full time</b>
<b>Contract:</b>	<b>Permanent</b>

### **Purpose of the job**

As a Main Pay Range Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the Academy's ethos, policies and practices, under the direction of the Principal.

### **Teaching**

- Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the Academy's plans, curriculum and schemes of work in order to achieve target levels of student attainment, progress and outcomes.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Set and mark work to be carried out by the student in school and elsewhere.
- Participate in arrangements for preparing students for external examinations.

### **Whole school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the Academy's policies, practices and procedures in such a way as to support the Academy's values and vision.
- Work with others on curriculum and/or student development to secure co-ordinated outcomes.
- Supervise and so far as practicable teach any students where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

### **Pastoral**

- To be a Personal Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with pastoral colleagues to ensure the implementation of the academy's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.

## Achieving more together

- To create a classroom environment ethos conducive to the social, emotional and behavioural well-being of the students.
- To evaluate and monitor the progress of students 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 colleagues to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate colleagues.
- To apply the Behaviour Management systems so that effective learning can take place.
- To contribute to the academy's duty to safeguard young people in accordance with legislation and the North East Lincolnshire Safeguarding Children Partnership.

### Health safety and discipline

- Promote the safety and well-being of students in accordance with the Academy's Child Protection and other relevant policies.
- Maintain good order and discipline among students in accordance with the Academy Behaviour Policy.

### Management of staff and resources

- Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to you in accordance with Academy policies.

### Professional development

- Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

### Communication

- Communicate with students, parents and carers in accordance with the academy ethos, policies and practice.

### Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the Academy.
- Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the Academy, which require the exercise of your professional skills and judgment.

### **Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the Academy.
- Specific details of the accountabilities (e.g. the allocated curriculum and/or student development accountability under paragraph 2.2 above) should be recorded and reviewed annually by the appraiser.

### **Environmental demands/working conditions**

- Will have long periods of sitting or standing.
- Available to work during school hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours.
- Will have contact with members of the public/other professionals e.g. teaching staff, governors, parents/carers, community groups, local authority, external providers, Social Care, Ofsted, Academy reviews etc.
- The post holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users.
- This post will include a degree of manual lifting and handling. You are expected to be aware of health and safety policies and procedures and frequently assess your ability to carry out the lifting tasks required of you.
- Report all concerns to an appropriate person

### **Other considerations**

- To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Child Protection Co-ordinator or the Principal. Safeguard children and adults, and implement the Safeguarding and Child Protection Policy. Read, understand and follow at least Part 1 of the current statutory guidance in Keeping Children Safe in Education. Undertake the Prevent Duty to safeguard students and adults from extremism. Understand their statutory duty to report safeguarding concerns. Maintain their Position of Trust and not have sexual relations with students (Sexual Offences Act 2003) or any other inappropriate relationship with students.
- To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files.
- Accept and commit to the principles underlying the Schools Equal Rights policies and practices.
- Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.
- Will not require holiday leave during term time.

### **Flexibility Clause**

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

### **Fluency in English**

The post is covered by Part 7 of the immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

### **Other Specific Duties:**

- To continue personal development.
- To engage actively in the performance review process.
- To undertake any other duty as specified by STPCD not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

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.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

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.

### **Special Notes:**

- This job description may be amended at any time by mutual agreement, but in any case, will be subject to regular review.
- The post holder will be subject to an Enhanced DBS check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and all convictions or cautions must be declared.

## Ormiston Maritime Academy

### Person Specification

#### Main Scale Teacher

Qualities and Attributes	Essential	Desirable	Source of Evidence
Qualified Teacher Status and Degree	✓		AF
An outstanding classroom practitioner	✓		I/R
Experience of teaching across the 11-16 age range	✓		AF
Experience in more than one secondary school		✓	AF
<b>Specialist Knowledge</b>			
Has an understanding of current educational issues	✓		I
Has strategies for raising standards in Secondary Education	✓		AF/I
Can use monitoring strategies to inform intervention for positive learning outcomes	✓		AF/I
<b>Management</b>			
Shows awareness of whole school issues	✓		I
<b>General and Personal Qualities</b>			
Has good oral communication skills	✓		AF/I
Has good written communications	✓		AF/I
Has the ability to work with a range of partners both within the school and beyond in the wider community	✓		AF/I
Demonstrates the ability to drive projects forward and successfully completes projects	✓		I/R
Is a team player, has strength and stamina	✓		R/I
Has the potential for further advancement		✓	R/I
A commitment to safeguarding and promoting the welfare of children and young people	✓		A/I/R

Achieving more together

Qualities and Attributes	Essential	Desirable	Source of Evidence
<b>Personal Characteristics</b>			
Commitment to excellence	✓		I
Impact and influence	✓		I/R
Personal Conviction	✓		I/R
Initiative	✓		I/R
Analytical Thinking	✓		I
Potential For Development	✓		I/R
Team Worker	✓		I
Challenges and Supports	✓		I
Respect for others	✓		I
Sense of humour and perspective	✓		I/R
Reflective	✓		I/R

- **A= APPLICATION FORM/I = INTERVIEW/R= REFERENCE**