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**Job Description – Teacher KS4**

Job Title: Teacher KS4

Pay Scale : MPS + SEN 1 for relevant experience

**Introduction**

The Acorn Free School is an innovative setting and we are looking for an inspirational teacher who is able to impact upon their students to achieve the highest possible standards in work and conduct. Pupils are often placed her part-time and on short term placements though some of our KS4 students remain with us to complete their education. The role requires working across curricular subjects to deliver a core English, Maths, Science and PSHE curriculum. In addition, regular liaison with mainstream schools will be needed to monitor any GCSE pathways they may be following back in their own school. Pupil groupings are smaller than in a mainstream setting (4 – 12) and all will have additional emotional and behavioural needs.

**Duties and Responsibilities**

**Teaching**

1. **Set high expectations which inspire, motivate and challenge students**
* establish a safe and stimulating environment for students, rooted in mutual respect;
* set goals that stretch and challenge students of all backgrounds, abilities and dispositions; and
* demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

**2. Promote good progress and outcomes by students**

* be accountable for students’ attainment, progress and outcomes;
* be aware of students’ capabilities and their prior knowledge, and plan teaching to build on these;
* guide students to reflect on the progress they have made and their emerging needs;
* demonstrate knowledge and understanding of how students learn and how this impacts on teaching; and
* encourage students to take a responsible and conscientious attitude to their own work and study.

**3. Demonstrate good subject and curriculum knowledge**

* have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students’ interest in the subject, and address misunderstandings; and
* demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher’s specialist subject;
* access the appropriate expertise needed to increase curriculum knowledge in areas unrelated to your qualification

**4. Plan and teach well-structured lessons**

* impart knowledge and develop understanding through effective use of lesson time;
* promote a love of learning and children’s intellectual curiosity;
* reflect systematically on the effectiveness of lessons and approaches to teaching; and
* contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

**5. Adapt teaching to respond to the strengths and needs of all students**

* know when and how to differentiate appropriately, using approaches which enable students to be taught effectively;
* have a secure understanding of how a range of factors can inhibit students’ ability to learn, and how best to overcome these;
* demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students’ education at different stages of development; and
* have a clear understanding of the needs of all students, including those with special educational needs, those of high ability, those with English as an additional language, those with disabilities, and be able to use and evaluate distinctive teaching approaches to engage and support them.

**6. Make accurate and productive use of assessment**

* know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
* make use of formative and summative assessment to secure students’ progress;
* use relevant data to monitor progress, set targets, and plan subsequent lessons; and
* give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

**7. Manage behaviour effectively to ensure a good and safe learning environment**

* have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school.
* have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
* manage classes effectively, using approaches which are appropriate to students’ needs in order to involve and motivate them; and
* maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

**8. Fulfil wider professional responsibilities**

* make a positive contribution to the wider life and ethos of the school;
* develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
* deploy support staff effectively;
* take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
* communicate effectively with parents with regard to students’ achievements and well-being;
* supervise students during lunch and breaktime

**PROBATIONARY PERIOD**

All employees are required to undergo a 6 month probationary period with a review at 3 months, during which suitability for the position is assessed.

# Person Specification – Teacher

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|  | **Essential** | Desirable |
| QUALIFICATIONS |  |  |
| Qualified Teacher Status. | **✓** |  |
| KNOWLEDGE AND EXPERIENCE (UP TO DATE/ CURRENT) |  |  |
| Proven experience of working with children. | **✓** |  |
| Recent and relevant experience of working in a school/academy in a similar role |  | **✓** |
| Successful experience of delivering a differentiated curriculum to students with a wide range of needs. | **✓** |  |
| Successful experience of managing an effective classroom environment to support student learning and positive behaviour. | **✓** |  |
| Experience of using a wide range of strategies to support pupils with challenging behaviour and emotional needs |  | **✓** |
| SKILLS AND ABILITIES |  |  |
| Ability to set high expectations and promote good progress by students. | **✓** |  |
| Ability to demonstrate good subject and curriculum knowledge.  | **✓** |  |
| Excellent oral and communication skills. | **✓** |  |
| Ability to work on own initiative and as part of a team. | **✓** |  |
| Good planning and organisational skills. | **✓** |  |
| Ability to use IT at a level commensurate with job role. | **✓** |  |
| Professional and responsive attitude and behaviour towards colleagues. | **✓** |  |
| Ability to motivate and develop self. | **✓** |  |
| A passion for teaching and a desire to see children achieve their full potential in all areas of their lives. | **✓** |  |