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**JOB DESCRIPTION - TEACHER**

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| **Job Title:** | Teacher of Science (Chemistry) |
| **Accountable to:** | The Principal |
| **Disclosure & Barring:** | Appointment to this post is subject to an enhanced check with the Criminal Records Bureau |

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| 1. **Safeguarding**
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| The Organisation is committed to safeguarding and promoting the welfare of children and young people and all staff are expected to share this commitment. You will be expected to report any concerns relating to the safeguarding of children and young people in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children and young people gives cause for concern, the fellowships agreed child protection procedures will be followed. |
| 1. **Job context**
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| **College Context: all teachers at Desborough College must be aware of and work within:*** The college’s aims, priorities and targets.
* The current professional standards for teachers
* The current legislation and college procedures on safeguarding
* The main strategies for improving learning and achievement for all students.
* The college’s current QA, monitoring and accountability systems.
* The implications of the code of practice for students with SEND
* National statutory curriculum, assessment and reporting requirements.
* Supervising and so far as practicable teaching any pupils whose teacher is not available to teach them.
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| **3. Main duties** |
| 1. **Improving student achievement and progress**

For all the students you teach or tutor, you will:* Take responsibility for their progress and attainment
* Track student progress against individual targets and provide supportive student intervention activities where appropriate.
* Analyse student performance, altering provision in the light of resultant data.
* Monitor the performance of students in your Tutor Group
1. **Improving the quality of teaching and learning**

For all the students you teach, you will:* Demonstrate a commitment to high achievement for all.
* Be responsible for learning in your lessons
* Use and share best pedagogical practice
* Actively engage with whole-college developments, thereby developing your own practice.
* Assess student performance, accurately judge progress against targets, set SMART improvement targets and use this data to inform your work with students
* Promote students’ self-confidence and learner independence
* Promote literacy and numeracy
* Ensure appropriate work is available wherever possible should you be absent
1. **Improving student behaviour, enjoyment, participation and safety**

 For all the students you teach or tutor, you will:* Help build constructive, respectful relationships
* Promote tolerance and mutual-respect
* Act as a positive professional role model
* Celebrate their success
* Seek and use student voice to inform classroom practice
* Implement college safeguarding measures and processes
* Support and promote the college’s inclusion principles and processes
* Ensure attendance and punctuality systems are accurately followed
* Take first line responsibility for student discipline
* Use college and departmental reward and sanction systems consistently and professionally
* Actively tutor students, using non-contact time to monitor their progress, contact their parents and broker any support they need
* Support our partnership with parents / carers, involving them in their child’s learning
* Communicate effectively and promptly with parents / carers, including reporting, consultation meetings, information requests and complaint processes
* Ensure there is a safe learning environment in which risks are properly assessed
1. **Effective leadership and management**
* Keep abreast of new curriculum provision, pedagogy and assessment requirements
* Ensure assessment, data recording and other administrative procedures are completed accurately and promptly
* Reflect on your own practice: lead your professional development
* Engage constructively with Performance Management and other QA systems
* Attend and contribute to appropriate meetings, as guided by your line manager(s)
* Ensure resource management and staffing procedures are followed accurately and promptly
* Be aware of and comply with core school policies and procedure.
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| **4. Inspiring Commitment** |
| * Inspire and enthuse people in the way, as a team member, you talk to them about the vision and the direction
* Instil stakeholders with the confidence and belief that they can achieve the vision
* To be a positive role model of the values and behaviours that underpin the Academy.
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| **5. Championing Change and Innovation** |
| * Pursue within the Organisation and outside for inspiration, ideas and best practice
* Keep up to date and current of future developments in your specialised area of expertise
* Understand and take account of the national and local issues and agendas affecting the profession and your subject knowledge and specialism
* Support the positive implementation of change
* Challenge current practice and thinking and encourage others to do the same
* Always strive to see how the Organisation can do things better and expect and encourage others to do the same
* Provide colleagues the confidence and support to try out new ideas and encourage students to take managed risk
* Be open and responsive to other people’s ideas and provide support to see them through
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| **6. Driving Performance and Achievements** |
| * Support and incorporate strategic plans, policies and practices into all that you do
* Reinforce and instil clear standards for and throughout the Organisation.
* Promote the Organisation’s unique identity and celebrate its achievements
* Recognise, praise and celebrate the commitment and achievements of colleagues, students and other stakeholders
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| **7. Motivating and Empowering people** |
| * Recognise and value the contributions people make
* Facilitate, encourage, listen to and act on feedback
* Ensure colleagues and students can access the resources, tools and are provided with the support in order for them to fulfil their potential
* Encourage students to work as independent learners
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| **8. Teaching and Learning** |
| * Work with colleagues to develop effective ways of bridging barriers to learning through:
	+ assessment of needs
	+ monitoring of teaching quality and pupil achievement
	+ target setting, including writing IEPs
* To teach groups of children within the organisation and cover classes as and when required
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| **9. Effective Development of Self, Staff and Resources** |
| * To participate fully in developments and initiatives pertaining to teaching, learning, assessment and curriculum
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| **10. Information Technology** |
| Daily use of computers will include using the Academy and Fellowship sites, Database, Word, and Excel, web-based, Power Point, visible learning platform, Interactive White Board, other media, email and Web browsers. To be aware of Organisations policies on Data handling and the Data Protection Act and IT Use Policy. |
| **11. Health and Safety** |
| To be responsible for your own health and safety and that of anyone else who may be affected by your acts or omissions. |
| **12. Other duties** |
| The post holder may be required to perform any other reasonable tasks, after consultation. 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 constructed. This 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 at any time after consultation with the post holder.  |

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| **Signed by Employee:** |  |
| **Date:** |  |
| **Signed by Principal/Line Manager:** |  |
| **Print Name:** |  |
| **Designation:** |  |
| **Date:** |  |