
Job Description for Subject Teacher

Responsible to: Head of School / Curriculum Area

OVERALL PURPOSE OF THE POST

To secure high standards of learning and achievement for all students through the delivery of high quality teaching and the effective use of resources

CORE DUTIES

Relationships with Young People

- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to ensure students are treated as unique individuals.
- Hold positive values and attitudes and adopt high standards of behaviour in their professional role.
- Motivate and build self-esteem and self-worth/self-belief, developing a 'can do' attitude with students.

Communication

- Communicate effectively with students and colleagues.
- Communicate effectively with parents and carers at appropriate times, conveying relevant information about attainment, objectives and progress.
- Participate in open events and parents/student consultation evenings as appropriate.

Teaching and Learning

- Demonstrate a good up to date working knowledge and understanding of a range of teaching, learning and assessment strategies and know how to use and adopt them to provide opportunities for all learners to achieve their potential.
- Being fully conversant with the assessment requirements for the subjects/curriculum areas taught, including those relating to public examinations and qualifications.
- Being fully conversant with a range of approaches to assessment including the importance of formative assessment.

- Understand what makes good ‘one to one’ academic monitoring interviews with students, in order to provide students with constructive individual feedback on strengths and recipes for improvement including action plans for improvement.
- Demonstrate a secure knowledge and understanding of your subject and related pedagogy.
- Teach challenging, well organised lessons and sequences of lessons across the ability range taught in which:
 - an appropriate range of teaching strategies and resources are utilised
 - students’ prior knowledge and attainment are built upon, in order that they meet learning objectives and make sustained progress
 - adapt language to suit the differential ability of students, when introducing new ideas and concepts using explanations, questions, discussions and plenaries effectively □ Teach engaging and motivating lessons designed to raise levels of attainment.
- Keep adequate records of students in your charge.
- Follow the department’s scheme of work, homework assessments and be involved in regular updating and review.
- Manage the learning of individuals and whole classes effectively, modifying teaching appropriately to suit the stage of the lesson and needs of the learner.
- Use assessment as part of teaching to diagnose needs, set realistic and challenging targets for improvements and planning future teaching.
- Review the effectiveness of teaching and its impact on student progress and attainment through reviews with the Head of School/Curriculum Area.

Team Working and Collaboration

- Work with team members and as a team member; identify opportunities for working with colleagues and sharing effective practice with them.
- Participate in School or Curriculum Area meetings and contribute to the use and development of appropriate specifications/syllabuses, schemes of work, assessment strategies and teaching and learning approaches.

Additional Duties

- Contribute to and participate in continuous professional development activities and whole staff meetings/CPD.

All staff have a duty for safeguarding and promoting the welfare of young people. Staff must be aware of the college’s procedures for raising concerns about students’ welfare and must report any concern to the designated officers without delay. Staff must also ensure that they attend the appropriate level of safeguarding training identified by the trust as relevant to their role.

The post holder’s duties must at all times be carried out in compliance with the trust’s Single Equality Scheme, and the post holder must take reasonable care of the health and safety of self, other persons and resources whilst at work. This entails supporting our responsibilities under the Health and Safety Act.

All staff are expected to support the achievement of the trust/college mission and strategic objectives and to demonstrate the values through their behaviour.

Person Specification for Subject Teacher

There will be various opportunities for you to demonstrate you have the necessary attributes for this role such as through completion of the application form, at interview, during any tasks and through your provided references.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Relevant Experience	<ul style="list-style-type: none"> <input type="checkbox"/> Specialist knowledge of subject(s) <input type="checkbox"/> Proven experience and evidence of successful teaching 	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of teaching in the 16-19 range at level 3
Education and Training	<ul style="list-style-type: none"> <input type="checkbox"/> Educated to Degree (or equivalent) standard <input type="checkbox"/> A recognised teaching qualification or working towards <input type="checkbox"/> Evidence of continuous professional development and the ability to reflect on teaching practice and personal performance 	
Personal Skills and Qualities	<ul style="list-style-type: none"> <input type="checkbox"/> A philosophy centred upon the individual learner's value, potential, aspirations and needs <input type="checkbox"/> An ability to encourage, inspire and motivate learners <input type="checkbox"/> An ability to demonstrate high standards and expectations of self and learners <input type="checkbox"/> A passion for the subject(s) and for teaching and learning <input type="checkbox"/> Can work collaboratively and supportively with other members of staff <input type="checkbox"/> Skills of communication, organisation and accuracy <input type="checkbox"/> Ability to work flexibly and respond positively to change <input type="checkbox"/> Strong commitment to student welfare, achievement and support 	
Teaching and Learning	<ul style="list-style-type: none"> <input type="checkbox"/> A willingness to use a range of teaching and learning techniques which engage and support learners <input type="checkbox"/> Appreciation of the benefits of e-learning and ICT inside and outside of learning <input type="checkbox"/> Openness to developments in approaches to teaching and learning <input type="checkbox"/> Knowledge of how assessment and data support learning 	

Additional Factors	<ul style="list-style-type: none"><input type="checkbox"/> A willingness to contribute to college life beyond the classroom<input type="checkbox"/> Commitment to continuous improvement and willingness to learn from experience and practice in this College and others<input type="checkbox"/> Commitment to equal opportunities<input type="checkbox"/> Commitment to safeguarding the welfare of students	<ul style="list-style-type: none"><input type="checkbox"/> Willingness to travel across trust sites if the need arises (if not already in a shared post)<input type="checkbox"/> A willingness to offer an extracurricular activity for students
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