Job Description for Subject Teacher

Responsible to: Head of School
Based at: Wingfield Academy
Paid on: Teaching Main Scale

OVERALL PURPOSE OF THE POST

To secure a high standard of learning and achievement for all students through the delivery of high-quality teaching and the effective use of resources.

MAIN 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.
- Be 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 motivational lessons designed to raise levels of attainment.

- Keep adequate records of students in your charge.
- Follow the school'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.

Team Working and Collaboration

- Work with team member and as a team member; identify opportunities for working colleagues and sharing effective practice with them.
- Participate in School 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.
- Be committed to the safeguarding and wellbeing of Young People.
- To observe at all times confidentiality appropriate to the post and work within Trust guidelines of Data Protection.

Please note this job has a Probationary Period of 6 Months and a standard notice period for teachers.

All staff and senior post holders have a duty for safeguarding and promoting the welfare of young people. Staff must be aware of the Trust 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 Equality and Diversity Policy, 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 the Trust's responsibilities under the Health and Safety Act.
All staff are expected to support the achievement of the Trust's vision and strategic objectives and to demonstrate its values through their behaviour.

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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	• Specialist knowledge of subject(s). • Proven experience and evidence of successful teaching.	• Experience of teaching in the 16-19 range at Level 3.
Education and Training	• Educated to Degree (or equivalent) standard. • A recognised teaching qualification or working towards. • Evidence of continuous professional development and the ability to reflect on teaching practice and personal performance.	
Personal Skills and Qualities	• A philosophy centred upon the individual learner's value, potential, aspirations and needs. • An ability to encourage, inspire and motivate learners. • An ability to demonstrate high standards and expectations of self and learners. • A passion for the subject(s) and for teaching and learning. • Can work collaboratively and supportively with other members of staff. • Skills of communication, organisation and accuracy. • Ability to work flexibly and respond positively to change. • Strong commitment to student welfare, achievement and support.	

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Teaching and Learning	• A willingness to use a range of teaching and learning techniques which engage and support learners appreciation of the benefits of e-learning and ICT inside and outside of learning. • Openness to developments in approaches to teaching and learning. • Knowledge of how assessment and data support learning.	
Additional Factors	• A willingness to contribute to college life beyond the classroom. • Commitment to continuous improvement and willingness to learn from experience and practice in this College and others. • Commitment to equal opportunities. • Commitment to safeguarding the welfare of students.	• Willingness to travel across Trust sites if the needs arises (if not already in a shared post). • A willingness to offer extracurricular activity for students.

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