**SALARY: M1-UPS3**

**HOURS:** **Full time**

**REPORTS TO: Director of Faculty**

**START DATE: September 2024**

**CONTRACT TERM: Permanent**

**This Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.**

**PURPOSE:**

Our teachers teach because they love to impart knowledge and work with and inspire young people. They are passionate about learning, have a deep love for their subject and ensure students get the best support they need to improve.

Ormiston NEW Academy, recently graded Ofsted 'Good', is a school based on a clear and defined pedagogical model and explicitly taught behavioural norms. This is creating a place of joy, industry and excellence that is rapidly growing. The latest inspection report praises the school’s leaders for creating a "culture where positive behaviour and discipline are celebrated". It says that NEW Academy is a “vibrant school”, that students “enjoy coming to” and where they are “safe”. Students at NEW Academy understand that they must try their best and strive for excellence at all times,” In the most recent Ofsted inspection one student told inspectors, “I know that today will not be my best, because tomorrow will be better”.

**Key Duties and Responsibilities**

Teachers will:

* Teach inspiring lessons utlising the 4-part lesson structure, use retrieval, homework and Do It Now activities to improve student knowledge
* Deliver expertise driven lessons using subject specialist knowledge and model success
* Support and manage student independence, to assess and demonstrate their understanding of the knowledge and expertise shared
* Review learning to support students and plan next steps

**Key Duties and Responsibilities**

In addition, Teachers will:

* Play a collaborative, engaged and developmental role in the department to develop expertise in the subject area
* To actively develop both pedagogical expertise and practice in the classroom to enable inspiring lessons
* Model expected standards and values as agreed and shared in the academy
* Use formative and summative assessment, often in lesson, to gauge progress in lesson
* Scaffold for and support students to access the expertise shared
* Use departmental curriculum planning to teach and retrieve well sequenced and interleaving lessons
* Communicate with parents and internal SEND expertise to support students effective
* Foster and nurture appropriate relationships with students so they flourish
* To monitor and record student progress in accordance with the academy policy on marking and assessment
* Attend student progress meetings with colleagues and parents
* Role model values to students, teach explicit behavioural norms to support routine and follow the academy behaviour policy
* Maintain a supportive and inspiring learning environment
* Be responsible for the effective management of resources
* To participate positively in Training and Performance Management to improve and consolidate performance

**General Duties and Responsibilities**

* To attend appropriate INSET to enhance subject knowledge, awareness of curriculum developments, classroom management skills etc, and whenever appropriate, share new knowledge and experiences with colleagues
* To participate in annual staff review (performance management) and other academy improvement and self-review processes
* To co-operate with the academy in complying with relevant health and safety legislation, policies and procedures in performance of the duties of the post.
* To carry out the duties and responsibilities of the post in compliance with the academy’s Equal Opportunities policies.
* To comply and carry out duties in line with the academy Safeguarding policies and procedures
* To maintain confidentiality and observe Data Protection and associated guidelines where appropriate.
* To carry out any other duties which may be reasonably regarded as within the nature of the duties and responsibilities of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms.

**Notes**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Condition of Employment.
2. 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 construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to the Teachers’ Pay and Conditions.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the post holder.

The post holder’s responsibility for promoting and safeguarding the welfare of children and young persons for who s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the Academy’s Safeguarding and Child Protection Policy Sat all times. If in the course of carrying out the duties of the role, the Post holder becomes aware of any actual or potential risks to the safety or welfare of children in the academy s/he must report any concerns to the Academy’s Designated Safeguarding Lead and Principal.

**Person Specification**

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| **Criteria** | **Description** |
| Qualifications and Training | * Evidence of further professional development, or willingness to work towards (NPQML, NPQSL, SLE status)
* Qualified Teacher Status.
* A degree in subject area (Desirable)
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| Experience | * Experience improving students’ outcomes
* Experience of raising standards
* Experience of leadership and management in a senior role
* Knowledge of effective teaching and learning strategies
* Sound knowledge of effective behaviour strategies
* Experience of working with SEND students and effective strategies of improving attainment
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| Skills / Abilities | * Ability to deliver whole staff training/CPD
* An understanding of the Ofsted framework.
* Knowledge of statutory responsibilities including safeguarding.
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| Personal Qualities | * A commitment to improving student outcomes
* Clear vision and moral purpose
* A commitment to own professional development
* A positive and resilient individual with drive
* Ambitious and diligent professional who can motivate and inspire others
* Commitment to safeguarding and promoting the welfare of children.
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