



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

TEACHER

We know from experience that things change throughout the lifetime of a role and so this Job description isn't a list of everything you will do – this gives our people the chance to play to their strengths.

How you will make an impact...

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forwards and using every opportunity to embed our values.
- Taking responsibility for your own development - that way we can make the biggest impact!
- We are always looking for someone who can contribute to our growth.
- More than anything, we are looking for a team player who puts their heart in to their work. We have some core values that run through everything we do, and we'd love it if they resonate with you too.

About the role...

Main purpose of the role:

To implement the vision and values of the Academy by aspiring to consistently deliver high quality learning opportunities to young people both inside and outside the classroom environment. Ensuring aspirational standards of behaviour, engagement and achievement are evident at all times and contributing to the calm environment of the Academy. Work within the policies and procedures as laid out by the Trust and provide a good role model for young people at all times, both in and out of the school environment.

All teaching staff are expected to meet the national core standards for professionals at all times and must expect to be challenged if they do not do so.

Key accountabilities:

General Tasks

- Plan and deliver high quality teaching and learning in their specialist area, or other area of expertise
- Take responsibility for the welfare, academic and personal development of the students in a class/tutor group
- Take a responsibility for general health and safety across the working environment
- Be a visible presence around the school site to perform duties as directed to facilitate a safe working environment for young people
- Be a role model for Positive Discipline and apply the principles consistently
- Fulfil requirements for marking, assessment, and reporting to parents in line with Academy policies
- Attend, actively engage and contribute to, where appropriate, staff training events
- Carry out the role of a dedicated Form Tutor

Attendance

- Provide accurate and timely attendance data through the lesson monitor system

Continuing Professional Development

- Actively participate in arrangements made for Appraisal
- Make every effort to ensure that subject knowledge and understanding of initiatives in pedagogy are up to date
- Participate in training both internal and external as appropriate
- Support other colleagues in their professional development
- Engage with the coaching cycle as appropriate
- Ensure that when the opportunities arise for working party input, they are taken as appropriate against national professional standards

Enrichment Opportunities

- Be involved in providing curriculum enrichment relating to Schemes of Learning
- Participate and/or lead as appropriate in extracurricular activities to support learning, personal and social development in the Academy

Leading and Managing Policy

- Contribute effectively to the development of the Academy Vision and Ethos
- Contribute to the consistent implementation and review of relevant policies e.g., Uniform Policy, Equal Opportunities Policy
- Take an active role with regard to safeguarding and child protection of all young people

Leading and Managing Learning and Progress

- Display those teacher competencies expected of all Academy teachers with regard to subject knowledge, subject application, marking, assessment, recording and reporting
- Make a relevant contribution to the Self Evaluation process, as necessary.
- Develop learning opportunities across the Academy to engage learners in lessons
- Ensure effective use of resources, including new technologies, to stimulate learning and progress

Leading and Managing People

- Advise upon, plan, and contribute to the professional development of all staff to increase their effectiveness and impact on the quality of behaviour management
- Carry out appraisal responsibilities as and when appropriate

Managing Resources

- Ensure that there is a safe working and learning environment in which risks are properly assessed and managed in line with the Risk Management strategy

Managing Student Welfare

- Ensuring student welfare is secure and students feel safe in school

Student ATL and progress

- Track student attainment and progress
- Provide appropriate feedback to students to enable them to improve and make progress
- Work as part of a subject area team to set and analyse aspirational projections
- Provide specific targets for improvement as required in line with reporting cycles
- Ensure students are entered for the appropriate course by liaising with HoF and/or exams office as required

Student Management

- In terms of behaviour and welfare, identify students giving cause for concern and follow the Academy procedures for notifying the relevant staff
- Contribute as necessary to support plans
- Follow the Academy policies and practices and take responsibility for the behaviour management of students in class time and around the school site
- Work with the Learning Support teams to ensure effective learning activities, monitoring and successful reintegration occurs to support the students with an identified need and the academic progress of students in KS4

- Facilitate where appropriate transition activities – for example Year 6-7, Year 8-9, Year 9-KS4, new students into school, Year 11-12
- Undertake responsibilities around the school site to facilitate the smooth running of break/lunchtime/before and after school
- Providing guidance and advice to students on educational and social matters and ensure accurate record keeping is maintained
- Fulfil obligations for safeguarding of young people and child protection requirements

Teaching

- Contribute to the effective decision making around curriculum choice in the subject area, ensuring curriculum is relevant to all learners
- Plan, prepare and deliver high quality learning, at all times aiming for outstanding
- Set, mark and/or assess Independent Study Tasks/Homework as appropriate
- Communicate and cooperate as necessary with examination bodies or external bodies to the school

Working with Parents

- Provide information to parents re behaviours for learning and progress as and when requested
- Attend relevant Parent Information Evenings for classes taught

Other

Holderness Academy & Sixth Form College has high expectations of all its employees to ensure that they provide a professional service to our young people and the community.

The general requirements for the substantive post of Teacher are outlined in the School Teacher's Pay and Conditions Document.

Appraisal Targets will be aspirational and set on an annual basis in discussion with the Line Manager.

This Job Description is intended to highlight the main responsibilities and expectations for the post holder and is not the entirety of what a member of staff may reasonably be required to complete in line with the priorities of the organisation. Neither is it intended to highlight the amount of time which should be spent on each task.

This Job Description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties. You may be expected to take part in any other reasonable duties which may be required.

Expectations

Your duties may involve access to information of a confidential and sensitive nature which may be covered by the General Data Protection Regulation (GDPR). All employees of The Consortium Academy Trust will be expected to comply with the GDPR when handling any personal data. Confidentiality must be maintained at all times. In addition to the above the post holder must be committed to safeguarding and promoting the welfare of children and young people.

As a member of staff of The Trust

- Role model appropriate behaviours within a professional environment including conduct, communication, and personal appearance
- Role model high levels of literacy and numeracy including modelling appropriate language
- Aspire to develop own professional skills and qualifications
- Use all forms of social media appropriately
- Take responsibility for the reputational management of all sites across the Trust
- Contribute to systems of evaluation and performance of the organisation positively

About you...

This is the job for you if you hold the following qualifications, experience, knowledge, skills, and values:

Qualifications and Training

Essential

- Degree Level Qualification in relevant subject area
- Qualified Teacher status (or working towards), or an alternative recognised teaching qualification with experience of teaching/tutoring in relevant subject area

Desirable

- Record of continuing professional development

Experience, Knowledge, and Skills

Essential

- Good subject knowledge and passion for specialist subject
- Track record of successful classroom/teaching practice
- Good classroom practitioner
- Knowledge of effective behaviour management strategies
- Experience of working with children and young people
- Awareness of safeguarding practices and commitment to these
- Ability to establish good professional relationships with colleagues at all levels
- Exceptional Communicator
- Commitment to own learning

Desirable

- Good IT skills
- Experience of using Arbor
- Understanding of GDPR
- Creative and resourceful

Values and Personal Competencies

Essential

- Hard working
- Team player
- Committed to raising the profile of your subject within the school and community
- Willingness to be involved in the wider life of the Academy
- open to change, new ideas and innovation
- Commitment to promoting and safeguarding the welfare of students
- Committed to the values and vision of the Trust
- Team focused with the ability to work independently and take initiative
- Committed to equality, diversity, and inclusion.
- Strong morals, ethics, and sound judgement
- A role model of the Trust's Values

Desirable

- Resilient
- Ambitious
- Positive mental attitude