



Astrea Academy Trust

LEARN, THRIVE, SUCCEED

Role Profile

Teach First -
Teacher of RE

St Ivo Academy

ROLE SPECIFICATION

Academy / Department	St Ivo Academy
Post title	Teacher of RE – Teach First
Responsible to	Curriculum Lead
Full time Actual Salary	Year one - Unqualified Teacher Scale point £25,381 Year two – Main Pay Scale point 1 once qualified £33,235
Working Pattern	Monday-Friday
Pension	Teachers' Pension
Working Hours	Full time, Fixed Term until August 2028

ROLE SUMMARY

You will begin your teaching career while making a meaningful difference to scholars' lives, training on the job and delivering high-quality lessons within a knowledge-rich curriculum while working towards Qualified Teacher Status (QTS).

You will be supported through a structured development programme, gaining valuable classroom experience, strong subject knowledge, and access to coaching and professional learning, while working within a collaborative and ambitious school environment to raise standards and promote high aspirations.

In fulfilling the requirements of the post, you will demonstrate essential professional characteristics, and in particular will:

- ★* Inspire trust and confidence in scholars and colleagues.
- ★* Build team commitment with colleagues, and in the classroom engage and motivate scholars.
- ★* Demonstrate analytical thinking to improve the quality of scholars' learning.
- ★* Contribute to the academy improvement /development planning and promote the learning priorities of the academy improvement plan.
- ★* Contribute to the development and / or implementation of academy policies.
- ★* Promote the wider aspirations and values of the academy.

Planning, Teaching and Class Management:

Teach allocated scholars by planning their teaching to achieve progression of learning through:

- ★* Understanding and applying effective classroom management.
- ★* Understanding and applying a range of teaching strategies.
- ★* Positively targeting and supporting individual learning needs.
- ★* Maintaining high levels of behaviour and discipline.
- ★* Effectively using homework and other extra-curricular learning opportunities.
- ★* Demonstrating appropriate consistent progress:

- for the majority of scholars
- across all teaching areas
- across all spectrums of background, ability and behaviour that compares favourably
- with scholars in similar settings
- ★★ Effectively managing other adults in the classroom

Monitoring, Assessment, Recording, Reporting:

- ★★ Use performance data to evaluate scholars' progress and set appropriate targets for improvement.
- ★★ Use assessment to inform planning and teaching.
- ★★ Report on progress to all stakeholders
- ★★ To assess scholars' progress accurately against appropriate standards.

Pastoral Duties:

- ★★ Be a form tutor to an assigned group of scholars – 2nd year.
- ★★ Promote the general progress and well-being of individual scholars.
- ★★ Liaise with the pastoral team to ensure the implementation of the academy's pastoral system.
- ★★ Register scholars, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.
- ★★ Contribute to the preparation of Action Plans and progress files and other reports.
- ★★ Alert appropriate staff to problems experienced by scholars and make recommendations as to how these may be resolved.
- ★★ Communicate, as appropriate, with parents of scholars and persons or bodies outside the academy concerned with the welfare of individual scholars, after consultation with appropriate staff.
- ★★ Contribute to PSHE and citizenship and enterprise education according to academy policy.

Other Professional Requirements:

- ★★ Have a working knowledge of teachers' professional duties and legal liabilities.
- ★★ Operate at all times within the stated policies and practices of the academy.
- ★★ Maintain an up to date knowledge of good practice in teaching techniques.
- ★★ Know subject(s) or specialism(s) to enable effective teaching.
- ★★ Take account of wider curriculum developments.
- ★★ Incorporate national strategies in all teaching.
- ★★ Communicate learning objectives.
- ★★ Contribute positively and effectively to the 'Every Child Matters' agenda.
- ★★ Undertake professional development to enhance teaching and scholars' learning, and
 - apply outcomes and identify impact
 - share outcomes with colleagues.

★ Take responsibility for professional learning.

The Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal.

PERSON SPECIFICATION

	Essential	Desirable
Education and Training		
Degree or equivalent - Year one – working towards QTS - Year two – ECT status	•	
Commitment to completing Teach First training requirements throughout two-year placement	•	
Evidence of recent and relevant professional development	•	
Professional Skills		
The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach were necessary to achieve the desired outcome	•	
Understanding the importance of monitoring progress of scholars and intervening where necessary	•	
Commitment to academy ethos and direction	•	
Ability to take feedback onboard and continue to develop as a teacher	•	
High level personal IT skills and the ability to use these effectively in a range of situations	•	
Commitment to safeguarding and promoting the welfare of children and young people.	•	
Ability to work under pressure and to deadlines	•	
High expectation of self and others	•	
Personal Qualities		
Confident, enthusiastic and motivated with a passion for education	•	
Commitment to self-development and continual improvement	•	
Strong relationship building skills with the ability to work as part of a team understanding Trust roles and responsibilities and own position within these	•	
Commitment to Diversity, Equality and Inclusion	•	
Ability to command credibility and respect	•	
Flexible and organised approach to work	•	
High levels of resilience and emotional maturity	•	

Inquisitive nature with sound problem solving skills, judgement and initiative	•	
Can-do attitude and solution focused approach with an ability to manage expectations	•	
Able to adapt to changing circumstances and new ideas	•	
High level of integrity with an ability to self-evaluate and reflect	•	

GENERAL RESPONSIBILITIES

- ★* Contribute to the overall aims of the Trust and Academy Improvement Plans.
- ★* Commitment to continual learning and development of skills.
- ★* Behave in a manner that is professional, friendly and fair demonstrating and role modelling politeness and respectfulness.
- ★* Demonstrate an excellent record of attendance and punctuality.
- ★* Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct
 - Keeping Children Safe in Education (KCSIE 2024)
 - Child Protection and Safeguarding Policy
- ★* Work cooperatively as part of the Trust wide staff team.

This role profile is not exhaustive and undertaking other duties may be required.

THIRD PARTY CHECK

Is this role subject to the following checks?

Disclosure Barring Service Enhanced Check (DBS)	Yes
Section 128 (S128) check	No
Is this role a Senior Leadership Role with management responsibility for the academy?	

APPLICATION PROCESS

Due to the Education sector requirements and that we must comply with Keeping Children Safe in Education (KCSIE) an application form must be completed. We are unable to accept a CV as form of application. We recognise that our application forms are comprehensive. If you have any difficulties completing, please do contact recruitment@astreaacademytrust.org