



WESTCOUNTRY SCHOOLS TRUST

JOB DESCRIPTION

Job Title:	Teacher of English
Location:	Across the Trust (based at Callington Community College currently)
Grade/salary:	MPS/UPS
Contract:	Permanent (1.0 FTE)
Reports to:	Curriculum Leader for English

Job Purpose

To deliver inspiring and engaging, high quality teaching and learning to students who are assigned to the post holder.

All teachers work within the statutory conditions of employment set out in the current College Teachers' Pay and Conditions Document. In addition to meeting all of the Teachers' Standards, the Teacher of English will fulfil the following duties below which are not, therefore, an exhaustive list of what is required.

College Mission Statement and Values

Our vision is 'Everything is Possible.' We ask all staff to subscribe to the belief that all children can achieve extraordinary things with the right circumstances and tools around them. We enable this through our values: Committed, respectful and safe.

Our mission statement is that student aspiration and self-belief will never be diminished by a lack of opportunity. We will maintain inexcusably high expectations of all members of our community, and we champion community and strive for craftsmanship.

Main Duties

All teachers will:

- Be responsible for the high quality of teaching and learning of all students who are assigned to them.
- Plan and teach lessons and sequences of lessons to the classes they are assigned to teach within the context of the College's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.

- Be strongly committed to a culture of reading and promote disciplinary reading.
- Be strongly committed to securing good outcomes for all students.
- Purposefully and intelligently plan learning so that all students (inclusive of those with SEND and/or Disadvantage) are engaged, motivated and make gains in learning
- Be committed to the self-improvement of pedagogy and the knowledge domains of your subject.
- Participate in arrangements for preparing students for external examinations.
- Supervise the work of any support staff, including higher level teaching assistants.
- Contribute to the development, implementation and evaluation of the College's policies, practices and procedures in such a way as to support the College's values and vision.
- Work with others on curriculum and/or student development to secure co-ordinated outcomes.

Job Context

The College welcomes teachers of high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the College's development and, therefore, to the progress of all students.

Teachers in the upper pay scale can be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards.

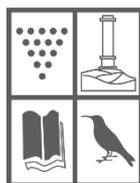
In particular, teachers at UP3 will:

- Provide a role model for professional practice in the school.
- Make a distinctive contribution compared with other teachers.
- Contribute effectively to the wider team.

Review of Duties

The specific duties attached to any individual teacher are subject to annual review and may, after discussion with the teacher, be changed.

Signed **Date**



PERSON SPECIFICATION

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other selection activity)
VALUES-BASED BEHAVIOURS - It is important to us that your values align with ours:			
Compassion:			
Recognising need in others and acting with positive intention to promote well-being and improve outcomes	E		X
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes	E		X
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	E		X
Integrity:			
Acting always in the interests of children and young people,	E		X
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	E		X
Communicating with transparency and respect, creating a working environment based on trust and honesty	E		X
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	E		X
QUALIFICATIONS:			
Qualified teacher status	E	X	X
Good honours degree or equivalent	E	X	X
Evidence of continuing professional development	D	X	X
Evidence of keeping up to date with educational thinking and knowledge	D	X	X

EXPERIENCE:			
Successful teaching with excellent subject knowledge	E	X	X
Evidence of appropriate professional development	E	X	X
Involvement in faculty/department self-evaluation and development planning	E	X	X
Ability to demonstrate an understanding of whole school improvement strategies for literacy	E	X	X
Proven record as a teacher whose students reach high standards of learning and achievement	D	X	X
Delivery of a whole school literacy program	D	X	X
KNOWLEDGE, SKILLS AND ABILITIES:			
A good understanding of what constitutes outstanding learning and teaching and the ability to ensure this is the norm across your classes	E	X	X
Good organisational and administrative ability	E	X	X
Ability to manage students firmly, fairly and effectively	E	X	X
Ability to be adaptable and flexible in order to meet the diverse nature of student's needs	E	X	X
A good communicator – Able to demonstrate creative and innovative strategies that improve on the performance of students	E	X	X
A deep understanding of pedagogy and how children learn	E	X	X
A strong commitment to research, innovation and improvement	E	X	X
An understanding of the barriers to reading and how these can be addressed	E	X	X
Knowledge and understanding of the use and development of ICT to enhance learning	D	X	X
An awareness of Christine Counsell's and/or Ruth Ashbee's work on curriculum	D		X
PERSONAL CHARACTER (Qualities and Abilities)			
Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school	E	X	X
Commitment to equal opportunities and securing good outcomes for pupils with SEN or Disadvantage	E	X	X
Determination and commitment with an exceptional capacity for productive work	E	X	X
Sense of personal drive and ambition	E	X	X
High levels of energy and enthusiasm	E		X
Approachability, openness and integrity	E		X
Reflective practitioner	E		X
Resilient individual	E		X
A good sense of humour and good interpersonal and communication skills	E		X
Enjoy being highly visible	D		X

FURTHER REQUIREMENTS:			
An awareness, understanding and commitment to the protection and safeguarding of children and young people.	D	X	X
Cares deeply about the success of every child and every member of staff.	E	X	X
Committed to continuous personal and school improvement.	E	X	X
Have high expectations of self and others and provide a role model for students and staff.	E	X	X