

Post Title	Teacher Alternative Provision
JD Ref No.	TE029
Responsible To	Head of School
Allowance	N/A
Grade	MPS/UPS

Purpose	To deliver the highest quality of Teaching & Learning through being an effective teacher who challenges and supports all students to achieve their best by: • Inspiring trust and confidence in students and colleagues • Building team commitment amongst students and colleagues • Engaging and motivating students • Analytic thinking • Taking positive action to improve the quality of students' learning • Demonstrates pride in belonging to The Queen Katherine School
Duties & Responsibilities as a Teacher	• Support the aims and objectives of Cumbria Education Trust, modelling trust values in your professional conduct • Create a stimulating, inclusive and well managed learning environment that enables students of all abilities to learn and thrive. • Be a supportive and effective member of the department and academy community • Follow policy regarding planning, teaching, assessment, reporting and recording in relation to your students and classes • Ensure that work is appropriately differentiated to support progress and is well matched to the needs of your students • Attend meetings and undertake supervision duties as required • Be a Form Tutor to an identified group and support the year team with pastoral care, behaviour and attendance as appropriate • Actively participate in the development and production of programmes of study, schemes of work, lesson planning and resource preparation alongside departmental colleagues • Attend parents' evenings, open days and celebration events as required

Duties & Responsibilities as Teacher of Geography	1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work 2. To plan lessons and sequences of lessons to meet the individual, personal and academic developmental needs of students and so build their capacity as independent learners 3. To undertake an appropriate teaching timetable, and to provide cover for absent colleagues during your identified timetable slots. 4. To use and analyse information based upon prior attainment data and benchmark examination performance data to establish and set expectations, targets and action plans for students in your teaching 5. To assess, monitor and record progress of students in your teaching groups; giving them constructive feedback and advice in line with school and departmental policies 6. To enable students to achieve relative to their prior attainment and to make progress as good or better than similar students nationally 7. To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the school 8. To take responsibility for your own Professional Development within the context of the School's Continuing Professional Development offer, and use the outcomes to improve your teaching and your students' learning 9. To ensure the effective and efficient deployment of classroom support 10. To maintain high standards of display and care of furniture and fittings in teaching rooms, offices, prep rooms and changing rooms where applicable 11. To alert appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved 12. To use a range of appropriate strategies and follow School policies for teaching, behaviour management and classroom management
Health & Safety	• Promote the safety and well-being of pupils and staff. • Ensure good order and discipline amongst pupils
General	• Be aware of and support difference and ensure equal opportunities for all. • Contribute to the overall ethos/work/aims of the Trust. • Attend and participate in regular meetings/briefings. • Participate in training and other learning activities and performance development as required. • Maintain utmost confidentiality and respect of student and staff records at all times. • Comply with Data Protection & GDPR policies. • Other duties to support the Academy as required by the Headteacher within scope of this post • Other duties commensurate with the post to ensure the smooth operation of the responsibilities of the curriculum team and wider Academy as appropriate.

	Essential	Desirable
Qualifications	- The successful candidate should be qualified to degree level in relevant subject. - The successful candidate should have a relevant teaching qualification (PGCE, Cert Ed, BEd). - An excellent track record of teaching - A record of continued and relevant professional development.	- Post-graduate qualification (MA etc.) - Knowledge of / Experience of current educational leadership and management practice and issues - Evidence of working as a reflective practitioner, using a variety of approaches to secure on-going professional development - Involvement in initiatives that have shown significant impact, securing improved outcomes for children - Additional qualifications - Honours graduate
Experience/Skills	- Excellent subject knowledge & skills - Excellent classroom practitioner and committed to high quality teaching and learning - A record of good examination results at KS4 (& KS5 where applicable) - Drive and enthusiasm - Ability to lead by enthusing, inspiring and motivating staff and learners - Flexible, positive approach to new courses - Commitment to extra-curricular provision - Relevant recent experience working with students with Autism/SLCN - Reflective practitioner - Committed to personalisation and differentiation - Commitment to inclusion	- Record of effective leadership and management skills - Experience of raising standards of teaching in others - Experience of working with colleagues from different curriculum areas - Track record of raising achievement - Ability to use data to inform planning and monitor progress - Evidence of networking to improve standards

ADDITIONAL INFORMATION	It is the practice of the Trust periodically to examine employees' job descriptions and to update them to ensure that they relate to jobs as they are being performed, or to incorporate whatever changes are being proposed. It is the Trust's aim to reach agreement on any alterations. All external appointments are subject to the Trust's Standard Probationary period
SAFEGUARDING	Applicants for all posts must be willing to undergo safeguarding screening appropriate to the post. Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The teacher must ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner. All staff members are required to complete an enhanced DBS disclosure.

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