



Commitment to others, Commitment to learning.

Chronicles 28:20 Be strong and courageous, and do the work.

Do not be afraid or discouraged, for God is with you.

Job Description

Job Title	Teacher of English
Grade	MPS/UPS
Hours	Full time
Contract type	Fixed Term - Maternity Cover
Reporting to	Subject Leader, English

Purpose	To teach English to designated classes, providing engaging and appropriate learning opportunities. To support as needed with the design and development of curriculum. To assess student progress and promote achievement. To model and foster good relationships in school based on respect and integrity.
Strategic Planning	To contribute to innovation and development in the English Department.
High Standards of Teaching and Learning	To prepare lessons for classes including , where appropriate, BTEC, GCSE and A Level based on a sound understanding of the learning needs of every student. To teach assigned classes using a range of appropriate resources and strategies including ICT to engage students. To have knowledge of the learners' individual needs including those who are high attaining or have SEN and plan accordingly. To liaise with the Inclusion team as required. To assess and monitor student learning including giving verbal and whole-class feedback which facilitates student progress. To follow schemes of work agreed within the department and make a contribution to their development. To establish and maintain a positive classroom climate which supports the achievement of every student. To promote high standards of behaviour and engagement by using the school's policy and agreed approaches.
Student outcomes	To set rigorous targets for all classes. To ensure that teaching is good and has an impact on student progress.
Staffing	To participate in a rigorous process of Appraisal linked to the school and department priorities. To participate in induction, training and team meetings, making a contribution to their effectiveness.

	To support leaders in the department to work to a common vision and purpose.
Knowledge/ Skills	To maintain up to date knowledge of English teaching and of research and inspection findings. To maintain knowledge of the relevant curriculum and course requirements at Key Stages 3, 4 and 5. To be able to communicate effectively, explaining and modelling English ideas as required by all courses.
Resources	To use all resources effectively and efficiently, exercising care and judgement in their use. To establish and maintain an environment conducive to high expectations and learning. To ensure that Health and Safety standards are met and that all necessary risk assessments are carried out and documented.
Additional Duties	To be familiar with and adhere to all Trust and School Policies; To fulfil your duties and responsibilities regarding safeguarding pupils and health and safety in the workplace; To support the aims and ethos of the school and promote good relationships with students, colleagues and parents; To set a good example in terms of dress, punctuality and attendance; To participate in the School's arrangements for appraisal, professional development and other mandatory training; To undertake other such duties as may be reasonably required by the line manager which are in line with the grading of the post.
Support	The postholder is expected to continue in his/her own professional development. Support in this role will be available through the Subject Leader as well as the school's CPLD programme.
Safeguarding	The Oxford Academy and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role. A 'prohibition from teaching' check will be completed for all applicants.

This job description is written at a specific time and is subject to change as the demands of the organisation and the role develops. The role requires flexibility and adaptability and the employees of the Academy as part of the River Learning Trust need to be aware that they may be asked to perform tasks and be given responsibilities not specified on this job description.

Person specification

SELECTION CRITERIA	ESSENTIAL	DESIRABLE
Qualifications/ Training/ Knowledge:	Degree level qualification with substantial English content. PGCE or equivalent.	English degree. Knowledge/understanding of engagement and achievement.
Experience:	Teaching at secondary level, 11-16. Successful experience with students of all abilities.	Successful contribution to a team. Teaching at A-Level.
Skills:	Lesson planning and preparation to meet the needs of all learners. Clear and effective communication with learners Personal organisation and administration, able to meet deadlines. Able to build positive relationships with young people 11-18. Able to motivate and inspire young people in learning and establish and maintain a positive climate for learning.	An ability to teach A Level English Uses of new technologies in English teaching. Skills beyond English for extra-curricular contribution.
Aptitudes:	Committed to the success of every student, including those who are vulnerable. Reflective practitioner, open to new ideas. Resilient and hard working team player, supportive to others. Sense of humour and perspective.	Flexible, able to adapt to change. Understanding of effective interventions to accelerate progress.
Other:	Committed to your own professional learning. Understands safeguarding issues and professional responsibilities.	