



**SOLIHULL**  
**ALTERNATIVE PROVISION**  
**MULTI ACADEMY TRUST**

## **Job Description**

<b>Job Title:</b>	Teacher of English
<b>Location:</b>	Solihull Alternative Provision Academy
<b>Contract:</b>	Hours per week are negotiable up to Full Time
<b>Salary:</b>	Teachers' Pay and Conditions; MPS 1-6 / UPS 1-3 per annum

The Solihull Alternative Provision Academy is looking to recruit a creative and committed Teacher for English who has the drive and passion to embrace our vision and who is committed to the highest achievement for all.

### **Role purpose**

- Your duties in this post will be those of a school teacher as set out in the current School Teacher's Pay and Conditions Document.
- You will also be required to carry out such particular duties, which form part of your Conditions of Service Document as the Principal may reasonably direct from time to time, and any other tasks as required by the Trust within the Trusts group of schools.
- The post requires you to act as a form tutor/class teacher as directed by the Principal, co-ordinate a curriculum area (area to be agreed) and teach a range of subjects to pupils.

### **Core Purpose**

To achieve success, the Teacher of English will:

- Effectively teach English and Literacy within Solihull Alternative Provision Academy to secure the highest possible levels of progress and attainment;
- Promote excellence, equality and high expectations of all students;
- Effectively and efficiently deploy resources to achieve the academy's aims;
- Evaluate individual performance and identify priorities for continuous improvement.

### **Key Responsibilities**

- Contribute to academy self-evaluation and improvement planning;
- Use data and other information to inform strategic planning, to identify improvement targets, and to inform the academy's leadership;
- Analyse current performance of students in the subject and devise strategies for improving standards further;
- Establish, with the involvement of your line manager, plans for developing and resourcing the department to bring about continuous improvement in teaching and learning to

promote student achievement;

- Monitor the progress being made towards targets established in class planning;
- Set expectations and targets for students in relation to student achievement and monitor progress towards these targets.

### **Teaching and Learning**

- Manage resources efficiently so that teaching and learning is effectively supported in their lessons;
- Ensure all ability students are well-catered for;
- Develop and sustain students' communication, literacy and numeracy skills through the subject;
- Be aware of developments not only at KS3, 4 and 5 but also at KS2;
- Adapt lessons and identify next steps and intervention in response to evaluation of student progress;
- Set effective homework and extension work to encourage and enliven student learning;
- Ensure differentiation and personalisation of learning for all students.

### **Assessment and Evaluation**

- Establish and implement clear practices for assessing, recording and reporting on student achievement in-line with academy policy;
- Monitor pupil standards and achievement against annual targets and track progress across the department;
- Lead the implementation of intervention strategies to ensure outstanding pupil progress.

### **Development**

- Model outstanding classroom practice whilst teaching a full timetable;
- Achieve constructive working relationships with students and staff;
- Sustain motivation; promote enthusiasm, openness to new ideas, commitment and staff welfare.

### **Relationship with Parents and the Wider Community**

- Establish excellent and effective communication with parents;
- Help develop links with the local community to extend and enhance the work of the department.

### **Health, Safety and Security**

- Co-operate with the employer on all issues to do with Health, Safety & Welfare.
- Support the School's implementation of all other current statutory requirements, e.g. Disability Discrimination Act, Access to Work, Equal Opportunities, Child Protection.

### **Pastoral Care**

- Deal with incidents that are seen or reported regarding pupils' welfare.
- Report incidents and concerns to the Pastoral team

## **Continuing Professional Development – Personal**

- In conjunction with the Principal, take responsibility for personal professional development, keeping up-to-date with research and developments related to school efficiency, which may lead to improvements in the day-to-day running of the school.
- Undertake any necessary professional development as identified in the School Development Plan taking full advantage of any relevant training and development available.
- Maintain a professional portfolio of evidence to support the Appraisal process - evaluating and improving own practice.

This job description will be reviewed annually 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.

Elements of this job description and changes to it may be negotiated at the request of either the Principal or the incumbent of the post.