

Job Profile: Teacher of English (and Shared Assistant Achievement Director)



Salary scale:	MPS – UPS + 50% TLR 2c
Working hours:	1.0 Teaching (0.5 Assistant Achievement Director)
Academy/department:	Lightcliffe Academy, English Department
Responsible to:	Head of English & Assistant Principal
Nature of contract:	Permanent

Job purpose:

- To play a significant role in securing a caring and challenging educational environment which achieves the highest possible standards of learning, achievement and progress for students.
- To fulfil the professional responsibilities of a teacher as described in the Teachers' Standards.
- To support and contribute to the leadership of the academy through the academic, pastoral and student development system.
- To lead on and support with the professional development of teachers in the English Department and beyond
- To promote high standards of behaviour, attendance, attitudes to learning and student wellbeing across the academy.
- To support the achievement, personal development and safeguarding of students.
- To contribute to the wider strategic development and improvement priorities of the academy.

Job specific responsibilities:

- To lead on planning and delivering high quality lessons which engage, challenge and inspire students across KS3 & KS4.
- Demonstrate consistently good or outstanding classroom practice.
- To contribute to the leadership of assessment, as well as monitoring, recording and reporting on student progress, using assessment information effectively to inform teaching and intervention.
- Adapt teaching to respond to the strengths and needs of all students, including those with SEND, EAL and disadvantaged students.
- Promote excellent behaviour for learning and maintain high expectations at all times.
- Support students to develop literacy, communication, thinking and learning skills.
- Contribute to the curriculum development, departmental improvement planning and academy priorities.
- Participate in arrangements for internal and external examinations.
- Act as a form tutor as required.
- Make a valuable contribution to the academy's extracurricular provision and wider enrichment opportunities.
- Promote high standards of attendance, behaviour, punctuality and attitudes to learning.
- Support the Achievement Director, Heads of Year and pastoral colleagues to ensure consistent implementation of academy policies and expectations.
- Monitor and analyse student progress, behaviour and attendance data to identify trends and implement appropriate interventions within the department.

- Work collaboratively with other curriculum leaders, SEND, safeguarding and pastoral teams to remove barriers to learning.
- Contribute to the delivery of assemblies, parental events and student development activities.
- Meet with students, parents/carers and external agencies to support student progress, wellbeing and conduct.
- Contribute to safeguarding processes and support the academy's commitment to student welfare and inclusion.
- Promote student leadership, student voice and enrichment opportunities.
- Make a significant contribution to transition arrangement and intervention programmes where required.
- Contribute to the monitoring and evaluation of pastoral provision.
- Maintain positive and professional relationships with students, colleagues, parents/carers and external agencies.
- Participate fully in motivating performance, CPD and academy training, and supporting other colleagues to do the same.
- Carry out supervisory duties in accordance with published schedules.
- Attend meetings, parents' evenings, open evenings and academy events as required.

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services deliver, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

Aptitudes, qualities and values:	Essential	Desirable
An inspirational teacher and role model who is passionate about their subject	✓	
Ability to inspire, challenge and motivate students and colleagues	✓	
Experience of pastoral leadership or student development responsibilities		✓
Strong interpersonal and communication skills	✓	
Commitment to high standards, inclusion and safeguarding	✓	
Experience of leading or contributing to whole school initiatives		✓

Ability to work collaboratively as part of a team and contribute positively to academy life	✓	
Resilient, organised and able to manage competing priorities effectively	✓	
Experience of coaching, mentoring or supporting colleagues		✓
Commitment to the ethos and values of Lightcliffe Academy and Abbey Multi Academy Trust	✓	
Willingness to contribute to the wider life of academy	✓	
Qualifications, knowledge, skills and experience:	Essential	Desirable
Qualified Teacher Status for England (or equivalent)	✓	
Relevant degree or equivalent qualification	✓	
Experience of analysing attendance, behaviour or progress data to support interventions	✓	
Successful experience teaching their subject across KS3 & KS4	✓	
Evidence of consistently good or outstanding classroom practice	✓	
Experience of supporting behaviour, attendance or inclusion strategies		✓
Strong subject and curriculum knowledge	✓	
Experience of using assessment and data effectively to improve student outcomes	✓	
Knowledge of current educational developments and accountability frameworks		✓
Strong behaviour management skills and the ability to create a positive learning environment	✓	
Knowledge and understanding of safeguarding responsibilities and statutory guidance	✓	
Experience of contributing to academy improvement planning or cross curricular projects		✓
Experience of working effectively with parents/carers and external agencies	✓	
Confident use of ICT to support teaching, learning and pastoral systems	✓	
Safeguarding and promoting the welfare of students:	Essential	Desirable
Appropriate motivation to work with children and young people	✓	
Ability to maintain appropriate relationships and personal boundaries with children and young people	✓	
Comply with the Trust's commitment to the protection and safeguarding of children	✓	

Our Trust mission:

In Partnership to Educate, Nurture and Empower

Our Trust vision:

Abbey Multi Academy Trust is committed to providing high quality education for all within an environment which is welcoming, disciplined and purposeful. Through a range of opportunities including academic, cultural and spiritual, our students and staff are empowered and nurtured to flourish and live 'life in all its fullness' (John 10:10).

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