



London Nautical, City of London Academy Trust

JOB DESCRIPTION

School: London Nautical, A City of London Academy

SECTION A:

Job Title:	Head of Department: English
Grade:	Inner London Teachers Pay Scale (with TLR)
Responsible to:	Reporting to Line Manager

SECTION B: Responsible for:

Staff within English Department

SECTION C: Purpose Of Post

To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has pupils who achieve well.

SECTION D: Main Duties and Responsibilities/Functional Links

Staff Management

- To be responsible for the management, organisation and co-ordination of the teaching of English and to ensure that high standards are maintained by all teachers who may be delivering the subject.
- To ensure that the Department is up-to-date with current developments in the teaching of English.
- To be responsible for the induction of new teachers and students in the Department.
- To ensure that suitable work is provided for staff covering lessons in the absence of teachers in the Department.
- To be actively involved in the programme of Performance Management for teachers in the Department.
- To observe and assess the quality of classroom teaching of each teacher and to report on this to your Leadership Line Manager.



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- To arrange for any teachers in the Department to observe the classroom teaching of the HoD and/or another HoD as appropriate for at least one full period in each academic year.
- To assist members of the Department in their professional development and to give advice, encouragement and support including INSET/CPD as appropriate.
- To organise regular meetings for any staff in the Department (according to the published timetable of meetings) and to provide your Leadership Line Manager and Headteacher with a copy of the Minutes.
- To ensure that the Department meets all required deadlines, in particular with regard to reports to parents, departmental reports and pupil progress reports.
- To advise your Leadership Line Manager on staffing matters in the Department

Curriculum and Organisation

- To ensure that the Department is meeting all statutory requirements with regard to the teaching of English and to develop departmental policies and procedures on assessment and record keeping which complement whole school policy.
- To develop, in consultation with any others in the Department, appropriate Schemes of learning and to keep these under regular review.
- To ensure that all teachers in the Department set homework according to school policy.
- To keep an up-to-date handbook for the Department.
- To produce a development plan for the Department as part of the whole school development plan and to monitor and evaluate this termly

Management of Pupils

- To develop subject policies and procedures which complement whole school policy.
- To ensure that the Department keeps accurate and up-to-date records on attendance, classwork, homework and to monitor and evaluate the progress of all pupils.
- To identify pupils with particular learning requirements in the Department and to ensure that the Department liaises with the SENCo and Form Tutors as appropriate.
- To ensure that pupils are properly prepared for examinations both internal and external and to liaise with your Leadership Line Manager and the Examinations Officer regarding the arrangements for all such examinations.

Resources and Environment

- To ensure that the department complies with the financial procedures detailed in the Finance Manual.
- To order, monitor and control all teaching materials relative to the teaching of English.



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- To liaise closely with the School Business Manager and to keep accurate records of expenditure to ensure that the Department keeps within budget.
- To ensure that all equipment or machinery used by the Department is properly maintained.
- To be responsible as far as is practicable, for the maintenance of a pleasant and educationally stimulating environment in those areas of the school regularly used by the Department.
- To ensure that the Department adheres to the School's Health & Safety Policy.

Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- Maintain an up to date knowledge of good practice in teaching techniques
- Know subject(s) or specialism(s) to enable effective teaching
- Take account of wider curriculum developments
- Incorporate national strategies in all teaching
- Communicate learning objectives
- Undertake professional development to enhance teaching and pupils' learning and apply outcomes and identify impact
- Share outcomes with colleagues
- Take responsibility for professional learning/ Communicate learning objectives
- Undertake professional development to enhance teaching and pupils' learning and apply outcomes and identify impact
- Share outcomes with colleagues
- Take responsibility for professional learning.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff, to be reviewed annually.



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General

To carry out, as and when required, any additional tasks and responsibilities as are reasonably compatible with this job description and its objectives.

Data Protection

It is essential when working with computerised systems that you are completely aware of their responsibilities at all times under the General Data Protection Act 2016 for the security, accuracy, and significance of personal data held on such systems.

Equal Opportunities

To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

Health and Safety

Employees are required to work in compliance with the School's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties they come into contact, such as members of the public, in premises or sites controlled by the school.

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and healthy environment and including such information, training instruction and supervision as necessary to accomplish those goals.

Safeguarding

To have a due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school and Local Authority

Policies

To be aware of and follow the current suite of school policies.

SECTION E: Signatures – Job Description discussed and agreed

Signature of Post Holder: _____

Date: _____

Signature of Supervisor: (Line Manager) _____

Date: _____



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Person Specification: Head of English

Attributes & Qualities	Essential	Desirable
Qualifications		
Qualified Teacher Status		
Degree or equivalent in Subject		
Teaching and Experience		
Experience of teaching and passion for your subject		
Are an outstanding teacher who models high quality teaching and learning		
Able to inspire, challenge and motivate both students and teachers		
Have an achievement focus and believe in students fulfilling and exceeding potential		
Set and achieve ambitious, challenging goals and targets		
Knowledge of relevant current and forthcoming educational issues		
Relationships		
Enjoy working with young people		
Excellent inter-personal and communication skills enabling you to support student needs		
A team player who can work with others within and beyond the school including parents and external providers		
Have positive and mutually supportive working relationships with all colleagues		
A sense of humour and an ability to retain a sense of proportion when working with young people		
Skills		
Strong interpersonal skills both written and oral		
Self motivated and resilient		
Able to work under pressure and meet deadlines		
Able to present effectively to large groups of students and parents		
Think creatively to anticipate and solve problems		
Use ICT and appropriate new technologies to achieve excellence		
Attitudes	Essential	Desirable
Belief in the responsibility of school to include students with a diverse range of educational needs		
Committed to continuing personal professional development		
Recognise and take account of the richness and diversity of the school's communities and actively promote equal opportunities		
Contribute to the life of the school and range of opportunities for our students		
Can represent the school in a style commensurate with its ethos and expectations		
Ambitious and seeking an opportunity for further leadership development		
Good attendance record		



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