

Ormiston Maritime Academy

Post: Main Scale Teacher

Location: Ormiston Maritime Academy based

Salary: M1-M6/UPS

Status: Permanent

Hours: Full Time

Responsible to: Curriculum Leader

Responsible for

At Ormiston Maritime Academy, our teachers are central to ensuring every student reaches their full potential. They deliver high-quality teaching and learning that inspires, challenges and supports students; contribute to an ambitious and inclusive curriculum that meets the needs of all learners; uphold high expectations for behaviour, progress and achievement; and actively promote the ethos, vision and values of both the academy and Ormiston Academies Trust (OAT).

Main duties and responsibilities

Teaching and Learning

- Deliver consistently high-quality lessons aligned with academy policies and curriculum plans.
- Adapt teaching to meet the diverse needs of learners, including SEND, EAL and disadvantaged students.
- Maintain an orderly classroom environment underpinned by strong routines and behavior expectations.
- Use assessment purposefully to plan learning, close gaps and inform feedback.
- Ensuring literacy, numeracy and digital skills are embedded across the curriculum.
- Maintain accurate records of progress, assessment and learning interventions.

Curriculum & Assessment

- Contribute to the development and improvement of curriculum schemes of work, resources and assessments.
- Stay up-to-date with subject knowledge, pedagogy and exam specifications.
- Work collaboratively within the faculty to review student performance and plan improvements.
- Prepare students effectively for internal and external examinations.

Pastoral Responsibilities

- Act as a Form Tutor, promoting excellent attendance, punctuality and wellbeing.
- Build strong relationships with students, parents/carers and colleagues to support learning and progress.
- Identify concerns early and liaise with pastoral and safeguarding staff as appropriate.
- Promote a positive ethos that supports students' personal development and character education.

Professional Development & Performance

- Take responsibility for personal professional growth and engage fully in CPD opportunities offered by OAT and OMA.
- Participate in the academy's performance development and review processes.
- Reflect on teaching practice and contribute to improvements within the department.

Wider Academy Contribution

- Uphold the academy's mission, vision and values in all aspects of work.
- Contribute to academy life through events such as Open Evenings, parental engagement events and extracurricular activities.
- Support and model academy policies, including safeguarding, behavior, teaching & learning, and equality.
- Work collaboratively with colleagues, including OAT subject networks, to enhance provision.

Safeguarding Responsibilities

- Adhere to academy and OAT safeguarding/child protection policies and statutory guidance (including KCSIE).
- Be alert to signs of abuse, neglect or risks to students' welfare.
- Report all concerns promptly to the Designated Safeguarding Lead.
- Complete annual safeguarding, Prevent, and Child Protection training.
- Always maintain a child-centered approach.

General Responsibilities

- Be aware of, promote and comply with policies and procedures relating to safeguarding, child protection, health, safety, security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of, and support, differences and ensure equal opportunities for all.
- Maintain confidentiality of information acquired while undertaking duties.
- Ensure that work is completed in compliance with relevant legislation and procedures relating to this role.
- Ensure GDPR principles are embedded in normal working practices.
- Postholders may be required to work flexibly to meet the business needs. All staff are required to partake in performance management and training activities.

- The above list is not exclusive or exhaustive, and the school may require the post holder to undertake duties commensurate with the level of the role. As part of your wider duties and responsibilities, you are required to be promoted and actively support the Academy's responsibilities towards safeguarding.
- The Trust expects employees to deal with people politely and tactfully, communicating with colleagues both formally and informally, modelling the Academy's Code of Conduct and the equality policy objectives

DBS

- An enhanced disclosure and barring check will be a requirement of the post.

Main Scale Teacher - Person Specification

Qualifications	Essential E/ Desirable D
Qualified Teacher Status (QTS)	E
Degree in relevant subject area	E
Evidence of recent, relevant professional development related to teaching and learning	E
Training in safeguarding, Prevent and Child protection	E
Further professional qualifications (e.g. Master's degree, NPQ)	D
Experience	Essential E/ Desirable D
Successful teaching experience within a secondary setting (including during training placements)	E
Proven impact on student progress and outcomes in relevant subject	E
Experience teaching across KS3 and KS4	E
Experience teaching KS5 in relevant subject	E
Experience using assessment data to plan, adapt and improve student learning	E
Experience working within a diverse community and supporting disadvantaged learners	E
Experience contributing to curriculum planning or resource development	D
Knowledge & Skills	Essential E/ Desirable D
Strong subject knowledge in relevant area and an understanding of National Curriculum	E
Understanding of effective pedagogical approaches in relevant subject, including mastery and problem-solving.	E
Understanding of how to differentiate effectively to meet a range of learning needs	E
Knowledge of statutory safeguarding responsibilities	E
Knowledge of strategies to support students with SEND, EAL and low prior attainment	E
Awareness of current educational research and developments in relevant subject.	D
Ability to deliver high-quality, engaging and challenging lessons	E
Ability to use assessment for learning to inform planning and improve outcomes	E

Strong classroom management and the ability to establish routines, expectations and positive relationships	E
Ability to use a range of teaching strategies and resources, including technology to enhance learning	E
Ability to communicate effectively with students, colleague and parents/carers	E
Ability to work collaboratively as part of a team within a faculty and across the academy.	E
Ability to reflect on practice and take responsibility for personal professional development.	E

Personal Attributes	Essential E/ Desirable D
Commitment to the values and ethos of Ormiston Maritime Academy	E
Positive mindset and passion for overcoming barriers to learning	E
Flexible, proactive and enthusiastic approach to work	E
Reliable, punctual and professional	E
Additional Requirements	Essential E/ Desirable D
Willingness to undertake relevant training (e.g. Safeguarding, First Aid, Trauma- Informed Practice)	E
Commitment to maintaining confidentiality and high standards of Health and Safety	E
Enhanced DBS clearance and satisfactory employment checks	E