



SOLIHULL
ALTERNATIVE PROVISION
MULTI ACADEMY TRUST

Job Description

Job Title:	Teacher of Science & Engineering (Maternity Cover)
Location:	Solihull Alternative Provision Academy
Salary Band:	Teacher's Main Pay Scale / Upper Pay Scale
Contract:	Starting from September 2026, 1 year Fixed term, hours per week are negotiable up to Full Time (32.5 Hours per week)

Overall Responsibility

The post holder will:

- Effectively teach **Science and Engineering** 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;
- Participate in the development of appropriate schemes of work, (syllabi, materials and teaching strategies) in line with the National Curriculum, Department Schemes of work and the school's aims and objectives.

Main duties and 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 and 4 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 Chief Executive Officer, the Director of Education, the Principal or the incumbent of the post.