



# Job Description

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**Job Title:** Teacher of KS4 with  
responsibility for Outreach  
Learning and Twilight Provision  
(Twilight Maternity Cover)

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**Location:** The Aspire Academy

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## Job Description

<b>Job Title</b>	<b>Teacher of KS4 with responsibility for Outreach Learning and Twilight Provision (Twilight Maternity Cover)</b>
<b>Location:</b>	The Aspire Academy
<b>Hours per week:</b>	32.5 hours per week
<b>Weeks worked per year:</b>	39 weeks per year (Term Time Only), 9:30-4:30 to cover the Twilight provision
<b>Reporting to:</b>	Deputy Headteacher
<b>Salary Scale:</b>	TMS/UPS

### Main purpose of Role

- To achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for the Twilight pupil cohort who learn remotely for some of the school day and on in school, on site between the times of 2:30-4:30 daily, Monday-Friday.

### Principal Accountabilities:

<b>Main purpose of the role</b>	<ul style="list-style-type: none"> <li>To ensure successful implementation of schemes for work which meet curriculum requirements.</li> <li>To provide, monitor and evaluate the use of resources related to KS4 Outreach and Twilight provisions.</li> <li>To plan and deliver high quality lessons.</li> <li>To assess pupils' work, track their progress and make successful interventions when needed.</li> <li>To develop teaching methods to improve learning and monitor effectiveness in raising standards of teaching and learning.</li> <li>To work effectively with parents and carers</li> <li>To use ICT proficiently in the delivery of teaching and learning.</li> <li>To identify clear, appropriate targets for attainment and/or achievement.</li> <li>To monitor and evaluate pupil progress and achievement against targets.</li> <li>To contribute to overall school self-evaluation.</li> <li>To follow school quality assurance procedures.</li> </ul>
<b>Specific Duties Relating to This Post</b>	<ul style="list-style-type: none"> <li>To lead the tutorial programme for pupils on the school's Parallel Pathway (outreach) and Twilight provisions.</li> <li>To support staff training where appropriate</li> </ul>

	<ul style="list-style-type: none"> <li>To make links with the trust, across the county and beyond, including other AP free schools.</li> <li>To attend INSET training as required.</li> </ul>
<b>KS3/4 Class Teacher</b>	<ul style="list-style-type: none"> <li>In conjunction with the Deputy Head Teacher, to implement, monitor and evaluate a Key Stage 4 outreach and twilight curriculum which incorporates a variety of subjects</li> <li>To be responsible for the development, maintenance and encouragement of pupil progress</li> <li>To take responsibility for the ordering, organisation and storage of resources related to the outreach and twilight curriculum.</li> <li>To assist staff in forming links between other areas of the curriculum.</li> <li>Where necessary, to liaise with other agencies.</li> <li>To liaise with the AQA Unit Award co-ordinator to record pupil success.</li> </ul>
<b>Contribution to School Ethos:</b>	<ul style="list-style-type: none"> <li>Promote the school's values of respect, resilience, and inclusion in all interactions with pupils, families, and colleagues.</li> <li>Support the wider life of the Academy by participating in school events, meetings, and professional development activities.</li> </ul>
<b>Professional Development:</b>	<ul style="list-style-type: none"> <li>Opportunities to engage in ongoing professional development to enhance skills in family support, safeguarding, and multi-agency working.</li> <li>Access to training aligned with the Academy's vision for transformational support and continuous improvement.</li> <li>Participation in reflective practice, supervision, and appraisal processes to support personal and professional growth.</li> <li>Encouragement to contribute to the development of best practises in family engagement and welfare within alternative provision education.</li> </ul>
<b>Other General Requirements</b>	<ul style="list-style-type: none"> <li>Represent and promote the ethos and values of Esteem Multi-Academy Trust</li> <li>To take and be accountable for all decisions made within the parameters of the job description</li> <li>Participate with performance management and training and activities that contribute to personal and professional development</li> <li>Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities &amp; GDPR.</li> <li>Provide a high standard of customer service in all dealings internal and external to the MAT</li> </ul>

<b>Person Specification</b>	<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Recognised Degree or equivalent relevant to the post</li> <li>• Post-Entry qualifications in Special Education e.g. Second Degree/Diploma/Certificate</li> </ul> <p><b>Professional Competence and Leadership</b></p> <ul style="list-style-type: none"> <li>• Have a high regard for vulnerable young people and the learning process</li> <li>• Have a high standard of classroom practice</li> <li>• Have the ability to communicate effectively both verbally and in writing</li> <li>• Have the potential to lead a small group of staff</li> <li>• Have high level ICT skills</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Show a broad understanding of current issues relating to the National Curriculum</li> <li>• Previous experience within the Primary/Secondary mainstream phase</li> <li>• Previous experience working with children with Special Educational Needs</li> <li>• Previous experience of individual pupil target setting for pupils who are experiencing some behaviour difficulties and experiencing disadvantage</li> </ul> <p><b>Professional Development/Inset</b></p> <ul style="list-style-type: none"> <li>• Show ongoing evidence of continued professional development</li> <li>• Range of relevant age-appropriate in-service training</li> </ul> <p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Show a broad understanding and working knowledge of the National Curriculum.</li> <li>• Demonstrate a working knowledge of the National Curriculum at Key Stage 2.</li> <li>• Show understanding of age-appropriate educational developments and the implications of current educational legislation including the alternative provision agenda.</li> </ul> <p><b>Personal &amp; Professional Qualities</b></p> <ul style="list-style-type: none"> <li>• To be positive, curious, creative and enthusiastic.</li> <li>• To be willing to contribute to the development of learning and teaching across the school.</li> <li>• Demonstrate a high level of energy, motivation and commitment to both pupils, their families, home school staff and other stakeholders and professionals.</li> <li>• To communicate effectively and appropriately and to establish positive working relationships with pupils, staff, parents, the home school and wider community.</li> <li>• Have the personal impact and presence to effectively motivate pupils and staff.</li> </ul>
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	<ul style="list-style-type: none"><li>• Have a desire to be part of an innovative school which seeks to engage all pupils in their own learning.</li></ul>
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This Job Description is non-exhaustive and sets out the main expectations of the post holder. This Job Description can be altered with the agreement of the postholder and will be reviewed regularly. 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

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

**Signed:**



**Date: 27.04.2026**