



Astrea Academy Trust

LEARN, THRIVE, SUCCEED

Role Profile

Teacher of Reading

Astrea Academy
Netherwood

Post title	Teacher of Reading
Responsible to	Curriculum Leader
Full time Salary	£33,235 - £52,064
Pro-Rata Actual Salary	£26,588 - £41,651
Working Pattern	Part Time 52 weeks per year
Working Hours	Monday – Thursday 26 hours
Line Management	No
Responsibility	

PURPOSE

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

Key Requirements

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- ★ To deliver RWI Fresh Start to small groups of pupils.
- ★ To monitor and evaluate the progress of each pupil using placement and end of unit tests to ensure swift graduation from each programme.
- ★ To work closely with Heads of English and the SENDCO to evaluate the impact of the programme across the curriculum.
- ★ To oversee and monitor additional RWI interventions delivered by teaching assistants or tutors within the academy.
- ★ To assess the progress of the pupils and plan for appropriate differentiation.
- ★ To liaise with parents/carers to keep them informed of the progress and to make sure that parents/carers are informed of how they can support with reading at home.
- ★ Inspire trust and confidence in students and colleagues.
- ★ Build team commitment with colleagues, and in the classroom engage and motivate students.
- ★ Demonstrate analytical thinking to improve the quality of students learning.
- ★ Contribute to the academy improvement /development planning and promote the learning priorities of the academy SIP.
- ★ Contribute to the development and / or implementation of academy policies.
- ★ Promote the wider aspirations and values of the academy.

Key Responsibilities

Planning, Teaching and Class Management:

Teach allocated students by planning their teaching to achieve progression of learning through:

- ★ Understanding and applying effective classroom management.
- ★ Understanding and applying a range of teaching strategies.
- ★ Positively targeting and supporting individual learning needs.
- ★ Maintaining high levels of behaviour and discipline.

- ★ Effectively using homework and other extra-curricular learning opportunities.
- ★ Demonstrating appropriate consistent progress:
 - for the majority of students
 - across all teaching areas
 - across all spectrums of background, ability and behaviour that compares favourably with students in similar settings
- ★ Effectively managing other adults in the classroom.

Monitoring, Assessment, Recording, Reporting:

- ★ Use performance data to evaluate students' progress and set appropriate targets for improvement.
- ★ Use assessment to inform planning and teaching.
- ★ Report on progress to all stakeholders.

Pastoral Duties:

- ★ Be a form tutor to an assigned group of students.
- ★ Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- ★ Liaise with the pastoral team to ensure the implementation of the academy's pastoral system.
- ★ Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.
- ★ Contribute to the preparation of Action Plans and progress files and other reports.
- ★ Alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved.
- ★ Communicate, as appropriate, with parents of students and persons or bodies outside the academy concerned with the welfare of individual students, after consultation with appropriate staff.
- ★ Contribute to PSHE and citizenship and enterprise education according to academy 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 academy.
- ★ 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.
- ★ Contribute positively and effectively to the 'Every Child Matters' agenda.
- ★ Undertake professional development to enhance teaching and students' learning, and apply outcomes and identify impact share outcomes with colleagues.
- ★ Take responsibility for professional learning.

PERSON SPECIFICATION

	Essential	Desirable
Education and Training		
Qualified Teacher Status	•	
Degree or equivalent	•	
Evidence of recent and relevant professional development		•
Experience		
Proven experience of teaching literacy and English at a primary level (KS1-2 curriculum) and secondary level (KS3-4)	•	
Effective classroom teacher	•	
Experience of reading catch up in a secondary setting	•	
Knowledge, Behaviours & Skills		
Good understanding of planning and delivering the Read Write Inc curriculum	•	
Ability to communicate effectively at all levels	•	
Effective interpersonal skills	•	
Efficient organiser	•	
Ability to use initiative and prioritise work	•	
Ability to work to deadlines	•	
Confident user of ICT	•	
Experience of monitoring progress of students in English and intervening where necessary (desirable)		•
Ability to work as part of a team	•	
Ability to quickly gain the respect of all students and staff and foster appropriate relationships	•	
Flexible approach to work	•	
Committed to academy ethos and direction	•	
Understanding of Safeguarding Procedures	•	
High standard of punctuality	•	
Appointment to the post is subject to satisfactory enhanced DBS check	•	

The above list is not exhaustive.

GENERAL RESPONSIBILITIES

- ★ Contribute to the overall aims of the Trust and Academy Improvement Plans.
- ★ Commitment to continual learning and development of skills.
- ★ Behave in a manner that is professional, friendly and fair demonstrating and role modelling politeness and respectfulness.
- ★ Demonstrate an excellent record of attendance and punctuality.
- ★ Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct

- Keeping Children Safe in Education (KCSIE 2024)
- Child Protection and Safeguarding Policy
- ★ Work cooperatively as part of the Trust wide staff team.
- ★ This role profile is not exhaustive and undertaking other duties may be required.

THIRD PARTY CHECK

Is this role subject to the following checks?

Disclosure Barring Service Enhanced Check (DBS)	Yes
Section 128 (S128) check	No
Is this role a Senior Leadership Role with management responsibility for the academy?	

APPLICATION PROCESS

Due to the Education sector requirements and that we must comply with Keeping Children Safe in Education (KCSIE) an application form must be completed. We are unable to accept a CV as form of application. We recognise that our application forms are comprehensive. If you have any difficulties completing, please do contact recruitment@astreaacademytrust.org