

Job description: Teacher of English

Location	St Mark's Academy, Acacia Road, Mitcham, CR4 1SF
Contract term	Permanent
Full time/term time	Full-time
Pay range	Teachers' Main Pay Scale / Upper Pay Scale (Inner London)
Reporting to	Head of Department, SLT

Job purpose

- To plan, prepare and deliver stimulating and engaging lessons according to the National Curriculum and our ambitious whole school rationale. To teach and assess pupils in their learning to inform future progress and ensure the highest achievement appropriate to each child's ability.
- To undertake the full range of professional duties outlined in the School teachers pay and conditions document.

Main duties and responsibilities

- Planning lessons, in the short, medium and long term, appropriate to all pupils to be taught, according to the academy's planning policy; taking a full part in joint planning where appropriate.
- Actively participate in our whole school instructional coaching programme, actively developing and improving your own and others' teaching through weekly evidence-informed feedback and deliberate practice
- Teaching planned lessons to assigned pupils according to their educational needs, ensuring that appropriate targets are set and achievement monitored to inform future planning.
- Setting and marking of work, differentiated appropriately, to be completed at the academy and at home where appropriate, ensuring that pupils are set challenging, but achievable targets and encouraged to excel.
- To use all available data produced by the Academy to inform the setting of appropriate targets and tracking pupils in their classes.
- Taking an active role in the delivery of high quality extra-curricular clubs across key stages 3 and 4. This will involve promoting clubs, delivering training sessions and liaising with local schools to arrange after school sporting fixtures.
- To use the academy's rewards and sanctions system effectively. To establish a learning culture within the classroom where children are positively supported and encouraged to do well in a climate of equal opportunity and security.
- To provide guidance and support to students in the assigned tutor group, liaising with the appropriate Progress Leader and Heads of Department where concerns arise.

- To provide support to students in the tutor or teaching group who are at risk of underachievement or who are experiencing difficulty to ensure that they have access to the correct support internally or externally, keeping a log of actions and support provided and following up referrals if necessary.
- Provide support and advice to parents and carers of pupils, building positive relationships to encourage their involvement in their child's education and provide feedback on children's progress.
- Monitor and record pupil progress according to the policy of the academy completing reports to parents as required by the Principal and Governors. Undertake other routine admin tasks when required.
- To deliver the national Curriculum using a variety of teaching styles and methods to stimulate interest and ensure full class participation, advising others and assisting in preparation of teaching materials where required.
- To assess and prepare students thoroughly for internal and external examination entry or other appropriate accreditation, including the provision of study skills advice.
- To check the attendance of all assigned students at classes according to the register and follow up any unauthorised absence for the teaching sessions for which they are responsible.
- To maintain good standards of classroom behaviour in the classroom and elsewhere encouraging positive behaviour and development of positive social skills. Ensure that uniform and behaviour policies are adhered to within teaching groups and the Church of England ethos of the academy is supported through actions.
- Ensure the Health & Safety and well-being of pupils in the classroom and elsewhere by assessing risks in planned and day-to-day activities and reducing any risks to an acceptable level.
- When appropriate, to direct the work of other staff or adults working in the classroom to ensure that they are fully briefed on their role and where possible involved in planning and evaluating the pupil achievements.
- To take an active part in meetings, where appropriate, making a positive contribution and supporting the academy policies and good practice i.e. in staff meetings, parents evening and training events.
- Any other activities, which reasonably match the level of responsibility for the post and are within the guidance given in the schoolteachers pay and conditions document and The Education (Specified Work and Registration) (England) Regulations 2003.

Other Responsibilities

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals
- Attend relevant meetings as required
- Participate in training and other learning activities and performance development as required
- Treat all users of the school with courtesy and consideration
- Present a positive personal image, contributing to a welcoming school environment which support equal opportunities for all
- Comply with health and safety policies and procedures at all times and undertake risk assessments as appropriate.



- Promote and ensure the health and safety of pupils, staff & visitor (in accordance with appropriate health & safety legislation) at all times.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code & Staff Code of Conduct.

These duties and responsibilities should be regarded as neither exhaustive nor exclusive as the post holder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Person specification: Teacher of English

Qualifications and training	Essential	Desirable
<i>Evidenced through: Application</i>		
Five good GCSE passes or equivalent	✓	
Degree Level Qualification	✓	
QTS or equivalent	✓	
Post graduate teaching qualification	✓	
Teaching experience in key stages 3, 4, 5 (or equivalent)	✓	
Relevant training and professional development in areas such as student wellbeing, SMSC, safeguarding, debating, etc.		✓

Experience/employment record	Essential	Desirable
<i>Evidenced through: Application/Interview/References</i>		
Experience in working with young people in either paid or voluntary work	✓	
Experience of working effectively as part of a team	✓	
The ability to use ICT effectively	✓	
Experience of working in an educational institution	✓	
Experience of working on a project or initiative with accountable outcomes	✓	
Knowledge of child protection procedures and protocols	✓	
An understanding of how to use assessment to inform planning for good teaching and learning	✓	
The ability to differentiate materials to meet the needs of learners	✓	
Evidence of pastoral experience	✓	
An interest in the wider curriculum	✓	
Evidence of good classroom management skills	✓	

Understanding of the effective use of experiential learning opportunities, within the curriculum	✓	
Current educational issues, including national policies, priorities and legislation		✓
Strategies for developing and strengthening the school's links with the community and other external partners (ref. ECM)		✓
Teaching & Learning Responsibility		✓

Skills & attributes	Essential	Desirable
<i>Evidenced through: Application/Interview/References</i>		
The ability to make decisions based on understanding, analysis and interpretation of the facts	✓	
The ability to think creatively and problem solve	✓	
To be able to prioritise and manage time effectively	✓	
Able to be assertive with a variety of groups – young people, staff, parents etc.	✓	
The ability to work under pressure and to maintain a positive approach	✓	
To maintain effective records and be able to write reports	✓	
The ability to run baseline assessment data with students and evaluate student progress	✓	
The ability to deliver training and CPD presentations		✓

Personal qualities	Essential	Desirable
<i>Evidenced through: Application/Interview/References</i>		
A willingness to learn and develop new skills	✓	
A desire to make a difference in young people's lives	✓	
A willingness to work proactively within the Christian ethos of the Academy	✓	
An excellent attendance and punctuality record	✓	
The ability to be resilient under pressure	✓	