



Job Description

Title:	Teacher of English
Project Team:	Teaching Staff
Reports to:	Curriculum Leader
Grade:	Mainscale/UPS
Responsible for:	Curriculum Programme

Key Duties and Responsibilities

- ✓ To be responsible for adding value to every learner in each teaching group benchmarked against national criteria and data;
- ✓ to deliver, plan, and prepare lessons in accordance with the planned curriculum;
- ✓ to deliver learning by utilising Academy Policies;
- ✓ to work as part of, and contribute to, an exceptional area that ensures creative and innovative learning and teaching occurs in every lesson.

Teaching and Learning

- ✓ Use a variety of learning and teaching strategies to deliver outstanding lessons to all students ensuring pace and challenge are maintained;
- ✓ understand and integrate the use of new technologies into learning experiences in order to raise levels of achievement;
- ✓ plan lessons and extend learning opportunities in line with Schemes for Learning;
- ✓ ensure curriculum intent is clear;
- ✓ to differentiate learning appropriately, taking into account individual learner needs;
- ✓ make use of extended learning opportunities;
- ✓ participate in the Academy's Quality Assurance programme and its agreed framework;
- ✓ work effectively and creatively using the full range of resources available, including other adults and mentors;
- ✓ provide a positive learning climate within lessons to promote a meaningful staff – student relationship and interaction;
- ✓ adhere to the Trust's Positive Behaviour Policy and ensure implementation in everyday life at the Academy;
- ✓ regularly evaluate the progress of students in relation to their prior attainment and use data to inform teaching and learning;
- ✓ report, as required, in line with the Trust's reporting processes to a variety of stakeholders including students, parents/carers, and the Senior Leadership Team;
- ✓ mark work in accordance with the Academy's assessment practice providing both formative and summative feedback on a regular basis;
- ✓ to take responsibility for individual professional development and use the outcomes to improve learning and teaching;
- ✓ to demonstrate a thorough and up-to-date knowledge of learning and teaching taking into account wider curriculum developments, which are relevant to your work, e.g. National and Department for Education initiatives;
- ✓ to be aware of the Trust's Anti-Bullying Policy and support students as necessary;
- ✓ to maintain good order and behaviour for learning among students, particularly in regard to Health and Safety, both on the Academy premises and when engaged in authorised activities elsewhere.

Wider Professional Effectiveness

- ✓ Participate and actively engage in CPD;
- ✓ demonstrate ongoing improvement in your role as a result of Professional Development;
- ✓ liaise appropriately with colleagues.

Role Model

- ✓ Ensure that 'no student is left behind', in their academic and personal development;
- ✓ conform to the Academy's Dress Code for staff and demonstrate exceptional standards of presentation, conduct, and time keeping;
- ✓ build team commitment amongst students and staff alike;
- ✓ engage and motivate students and staff to do their best by doing your very best;
- ✓ demonstrate a positive approach to your professional duties.

Additional Components

- ✓ To consistently uphold the Academy's aims and strive to attain Academy targets;
- ✓ to work in an enthusiastic, cooperative, and polite manner to enhance the Academy's reputation;
- ✓ to work with students in a courteous, positive, caring, and responsive manner;
- ✓ play a full part in the life of the Academy's community, to support its distinctive mission and ethos, and to encourage staff and students to follow this example;
- ✓ carry out duties in line with all policies and promote a positive, harmonious working environment;
- ✓ the job purpose and key task statements above are indicative and by no means exclusive. The need for flexibility amongst staff is therefore considered important.

Health and Safety Responsibilities

- ✓ All staff have a responsibility to be aware of, comply and act upon the Health and Safety Policies of the Academy and Trust, and to undertake risk assessments as appropriate;
- ✓ the Academy site is a designated no smoking site.

Person Specification

Criteria	Essential (E) or Desirable (D)
Education & Qualifications	✓ Qualified teacher status (E) ✓ Good honours degree (E) ✓ Continuing good record for professional development (D)
Skills, abilities, and experience	✓ Achievement of high standards (D) ✓ Awareness of the value of assessment data in raising standards (D) ✓ Use ICT to enhance learning (D) ✓ Effective verbal and written communication (E) ✓ Ensure that the educational needs of all children are met (E) ✓ Skills to teach all Key Stages (D)
Curriculum Knowledge	✓ Planning for all areas of learning meets the needs of all students (E) ✓ Assessment procedures used to inform planning for teaching and learning for all students (E) ✓ Understanding effective inclusion practice (E) ✓ A broad and balanced curriculum for all students (D)
Disposition	✓ Clear understanding of how students learn and how their needs can be met (E) ✓ Clear understanding and commitment to equality principles and practices (E) ✓ Determination to overcome barriers, including attitudinal barriers to the effective inclusion of all students (E) ✓ A commitment to high standards for all (E) ✓ A commitment to self and Academy improvement (E)

The Mercian Trust is committed to safeguarding and promoting the welfare of children. All post holders are subject to a Satisfactory Disclosure & Barring Service Check. Satisfactory employment references and identification and qualification checks will be required before commencing duties.