



"One community. Many ideas. Everyone's future"

## **Middle Leader with Core subject responsibilities**

### **Job Description and Personal Specification**

#### **DESCRIPTION**

To work with the Headteacher of The Langley Academy Primary in all aspects of developing learning and teaching, curriculum, assessment and enrichment.

#### **JOB PURPOSE**

To be an outstanding teacher, able to provide high quality teaching and learning, to enable young children to make good progress. Assisting all pupils to develop emotional security, self-belief and mature social skills as well as ensuring all children develop a love of learning and an excitement about coming to school each day.

All class teachers are accountable for the progress that the pupils they teach make during an academic year.

#### **JOB SPECIFICATION**

You will be accountable to The Trust, working effectively with the Headteacher, Senior Leadership Team and other staff at The Langley Academy Primary.

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document.

#### **Teaching and Learning**

- To create a positive, caring, supportive, purposeful, innovative and stimulating environment which is conducive to children's learning.
- To plan and teach lessons that are good or better, ensuring breadth and balance in all subjects.
- Use teaching methods which capture pupils' interest and maintain their engagement.
- Provide opportunities to develop pupils' wider understanding by relating their learning to 'real-life' through first hand learning experiences.
- Plan and implement a personalised curriculum to meet the needs of all pupils in the class and develop personal and social aspects of learning.
- To encourage pupils' motivation and enthusiasm, securing positive attitudes to learning and high standards of behaviour.

- Develop effective ways of overcoming barriers to learning and sustain effective teaching through the use of Assessment for Learning.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To identify clear teaching objectives, learning outcomes and success criteria with appropriate challenge and high expectations.
- To work with support staff and other teachers in the classroom to maximise learning opportunities.

### **Monitoring, assessment, recording, reporting and accountability**

- To monitor, evaluate and review pupils' progress, achievement and attainment and ensure appropriate action plans are in place where issues are identified.
- To set clear targets for pupils' learning that builds on prior attainment.
- To be responsible for the progress of all pupils within the class, including vulnerable groups (SEND, pupil premium, EAL).
- To maintain a regular system of assessing, recording, tracking and reporting of children's progress.
- To prepare appropriate records for the transfer of pupils.
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To promote and facilitate parental involvement in teaching and learning through a shared home/school approach.
- To liaise with colleagues across The Trust and other professionals as required.

### **Safeguarding**

- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To maintain good behaviour and discipline among the pupils, safeguarding their health and safety.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To support the pastoral care of pupils.
- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and working together in relation to child protection and safeguarding children and young people.

### **CPD**

- To develop and improve subject knowledge and pedagogy.
- To support the Headteacher in promoting the ethos of the school.
- To participate in staff meetings.
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- Contribute to the development and co-ordination of a particular area of the curriculum.
- Contribute to and implement all school policies.
- Participate in and support the Performance Management Policy.
- Identify own professional development needs and ensure that these needs are addressed through appropriate training.

## **Middle Leadership Responsibilities**

- Promote the subject, its importance, and the value it brings across the school
- Have a good understanding of how well the subject is being delivered and the impact it has on pupil achievement
- Use this understanding to feed into the school development plan and produce an action plan for the subject
- Consult pupils, parents and staff about the subject and its effectiveness, and assess the feedback against the school's values, vision and aims
- Work with the special educational needs co-ordinator (SENCO) to ensure the curriculum matches the needs of all children
- Work with the Early Years Foundation Stage (EYFS) leader to understand how the subject is developed at the EYFS and to support the EYFS
- Develop and review regularly the vision, aims and purpose for the subject area
- Oversee the planning of the curriculum content, ensuring it is well sequenced to promote pupil progress
- Ensure the planned curriculum is effectively and consistently implemented across the school
- Make sure there is an effective system of assessment that oversees the progress of pupils to ensure the curriculum has a positive impact on pupils' learning
- Have an overarching responsibility for pupils' achievement and standards in the subject area

## **Wider Role**

- Support curriculum leaders in the development and implementation of curricular and cross curricular initiative through a number of methods including, running clubs or enrichment sessions.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the School's Health and Safety policy and any school specific procedures / rules that apply to this role.
- To undertake such duties as may be reasonably required by The Executive Principal or Headteacher.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

## PERSONAL SPECIFICATION

The Arbib Education Trust is committed to safeguarding and promoting the welfare of the children and expect all staff and volunteers to share this commitment. In choosing a class teacher, The Langley Academy Primary will be looking for a candidate who closely matches the following:

<b>Qualifications and experience</b>	<b>Essential</b>	<b>Desirable</b>
Degree and QTS	✓	
A sound understanding of the KS1/KS2/UKS2 Curriculum and how to plan learning which guarantees curiosity and a love of learning	✓	
Ability to teach in KS2	✓	
Ability to enrich learning through first-hand experiential learning	✓	
Experience of teaching Read, Write Inc phonics and Talk for Writing (full-training will be given)		✓
Able to demonstrate effective practice and approaches to teaching and learning	✓	
Able to create a stimulating learning environment	✓	
Experience in raising pupil progress	✓	
Secure knowledge of assessment strategies and procedures	✓	
Knowledge of current educational thinking and trends		✓
Experience of working with pupils with SEND		✓
Knowledge of Safeguarding	✓	
Evidence of continuing career development		✓

<b>Personal Qualities and Skills</b>	<b>Essential</b>	<b>Desirable</b>
Has passion and believes that every pupil can succeed at The Langley Academy Primary	✓	
Ability to prepare and plan effectively	✓	
Is well organised and has high expectations	✓	
Is reflective, flexible, co-operative and reliable	✓	
Able to work as part of a team	✓	
A confident communicator with good listening skills	✓	
Has a cup half full approach	✓	
Is committed to continuing professional development	✓	

<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
Staff uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by;	✓	
Treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position	✓	
Having regard to the need to safeguard students' wellbeing, in accordance with statutory provisions	✓	
Showing tolerance of and respect for the rights of others	✓	
Not undermining fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs	✓	
Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law	✓	
Staff must have a proper and professional regard for the ethos, policies and practice of the academy and maintain high standards in their own attendance and punctuality	✓	
Staff must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities	✓	

<b>Health and Safety</b>	<b>Essential</b>	<b>Desirable</b>
Be familiar with and adhere to relevant parts of the Academy's Health and Safety policy	✓	
Promote and safeguard the welfare of children and young people you are responsible for or come into contact with	✓	
Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person	✓	