

Job Description

Job Title:	Teacher of Science (Maternity Cover)
Contract Type:	Full time, Fixed Term
Remuneration:	STPC MPS/UPS + TLR2b

Core Purpose and Scope

The holder of this post is expected to carry out the professional duties as described below, as circumstances may require and in accordance with the Trust's policies, under the direction of the Senior Leadership Team and Principal. The post-holder is required to fully support the vision, ethos and policies of the Trust.

THAT Vision & Values

As a Trust, our Vision and Values are achieved through:

- Excellent teaching and learning that promotes inclusivity;
- Regular opportunities for collaborative CPD to ensure best practice across academies;
- A proactive network for joint working across academies, for staff at various career stages;
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships;
- The unique character of each academy is valued and contributes to the THAT whole Trust ethos;
- Shared whole trust values of dignity, respect and ambition.
- High aspirations for all involved with the Trust;
- Each academy is a hub for its local community and families;
- Facing outwards and working in collaboration with other organisations and stakeholders;
- A centralised team that allows academies leaders to focus on their core purpose of education.

Values and Behaviour

Teaching & Support Staff play a vital role in making the education of the students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

Personal and professional conduct

The post holder should always conduct themselves professionally, treating students and staff with mutual respect, regardless of personal beliefs, in accordance with Trust ethos, policies and practices.

Purpose of the Job:

High quality delivery of the department's Curriculum Plans with the support, and under the direction, of the Curriculum Leader or line manager.

Key responsibilities:

- Contribute to a positive ethos in which all students have access to a broad, balanced and relevant curriculum
- Analyse and interpret relevant school data relating to their own teaching groups to inform planning and delivery to maximise student achievement
- Liaise with staff and parents to provide maximum support ensuring continuity of provision within their teaching groups
- Consider the views of both students and parents and respond appropriately
- Set tasks which challenge students and ensure high levels of interest
- Set appropriate and demanding expectations
- Set challenging expectations and clear targets for students in their teaching groups
- Support the identification of, and provision for all students including the high prior attainers, the more able, the disadvantaged students and those with additional educational needs
- Provide clear structures for lessons, maintaining pace, motivation and challenge
- Make effective use of assessment and ensure coverage of the department's learning journeys
- Ensure effective teaching and best use of available time
- Evaluate own teaching critically to improve effectiveness and to guide future improvements
- Ensure the effective and efficient deployment of classroom support
- Encourage students to think and talk about their learning, develop independence, self-control and resilience
- Liaise effectively with staff to ensure the successful transition of students through the school
- Actively engage in meetings, discussions and school processes as necessary to contribute to the work of the school as a whole
- Assess and monitor how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Undertake assessment of students
- Mark and provide feedback on students' work and to set targets for progress
- Assess, record and monitor students' progress systematically

Additional duties:

- All staff, with the support of the Academy's designated DSL, have a responsibility for providing and safeguarding the welfare of the students and young people
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's health and safety at work policy

This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.

An Enhanced DBS check will be required for this post. The job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.

Person Specification

Please refer to these requirements when completing the application. The Person Specification is related to the requirements of the post as determined by the Job Description.

Essential	Desirable
Education and Qualifications	
<ul style="list-style-type: none"> Educated to Degree level or equivalent Teaching qualifications 	<ul style="list-style-type: none"> Further degrees Evidence of ongoing Professional Development First Aid qualification
Experience	
<ul style="list-style-type: none"> Outstanding teaching experience Experience of implementing strategies to raise student attainment with evidence of success Experience with behaviour management and effective procedures for promoting positive behaviour Experience of promoting effective communications within their own team, as well as with others 	<ul style="list-style-type: none"> Experience of working within the academy or education sector
Knowledge and Understanding	
<ul style="list-style-type: none"> High degree of accuracy Effective use of data to analyse performance and manage interventions where needed Outstanding teaching experience Experience of implementing strategies to raise student attainment with evidence of success A track record of success in student behaviour management Experience of promoting highly effective communications within and between teams and other stakeholders in the community 	<ul style="list-style-type: none"> Knowledge of child protection and safeguarding policies Sound understanding of equal opportunity issues within the workplace and the importance of culture and ethos, and how these impacts on morale, high expectation, and high standards
Characteristics and Competencies	
<ul style="list-style-type: none"> Excellent communication skills, both written and verbal Ability to develop good relationships with colleagues, students and parents A solution focused mind set and a determined 'no-excuses' approach 	

- | | |
|--|--|
| <ul style="list-style-type: none">• Ability to keep up to date on relevant policies and procedures in line with your duties• Ability to be flexible and well organised to manage the workload• Effective use of data to analyse performance and manage interventions to measure the impact this can have on achievement and attainment• Good understanding of effective procedures for managing and promoting positive behaviour among pupils• Equal opportunity issues within the workplace and the importance of culture and ethos and how this impacts on morale, high expectation and high standards• Sound understanding of equality of opportunity issues and how they can be effectively addressed in schools• Clear understanding of the role of parents and the community in school improvement and how this can be practiced and developed | |
|--|--|