

**Job description: English Teacher (strategic lead in literacy)**

Responsible to Director of Education

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| **Main duties/responsibilities** |
| **General** |
| Undertake all the duties of a qualified teacher  |
| **Job Purpose** |
| * Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all.
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| * Be responsible and accountable for achieving the highest possible standards in work and conduct.
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| * Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position.
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| * Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
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| * Take responsibility for promoting and safeguarding the welfare of children and young people within the school.
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| **Teaching and curriculum** |
| * Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
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| * Be responsible for the planning, preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
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| * Be accountable for the attainment, progress and outcomes of pupils.
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| * Be aware of pupils’ capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
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| * Have a clear understanding of the needs of all pupils, including those with special educational needs, disabilities and English as an Additional Language.
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| * Review and update schemes of work in line with updates to the national curriculum.
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| * Develop teaching materials and use resources and equipment effectively.
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| **Behaviour and Health and safety** |
| * Implement appropriate health and safety policies and procedures in order to ensure a safe, effective and child friendly environment in all lessons and activities, raising any concerns following school protocol/procedures.
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| * Actively seek out and implement best practice safety procedures.
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| * Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
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| * Manage classes effectively, using approaches which are appropriate to pupils’ needs in order to inspire, motivate and challenge pupils.
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| * Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
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| * Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
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| * Have high expectations of behaviour, promoting self-control and independence of all learners.
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| **Record keeping** |
| * Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners’ progress and levels of attainment.
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| * Monitor and assess pupils’ results and progress, ensuring appropriate records are kept, and use the data to inform targets, lesson plans and differentiated schemes of work.
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| * Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
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| **Professional development** |
| * Undertake appropriate and agreed continued professional development.
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| * Participate in whole school and individual INSET programs as required.
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| * Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils’ progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.
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| * Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
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| **Team working and collaboration** |
| * Participate in any relevant meetings/professional development opportunities
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| * Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers.
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| * To Cover for absent colleagues
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| * Deploy support staff effectively as appropriate
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| * Communicate effectively with parents/carers with regard to pupils’ achievements and wellbeing using school systems/processes as appropriate.
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| * To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
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| * Communicate and co-operate with relevant external bodies.
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| * Make a positive contribution to the wider life and ethos of the school
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**Person Specification**

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| **Factor** | Essential | Desirable | Ascertained by |
| **Qualifications** | * Qualified Teacher status
* degree
* Evidence of a commitment to professional development
 |  | Application/documentary evidence |
| **Experience** | The Class Teacher should have experience of:* successful teaching English
* Proven track record in raising pupil attainment
* Working in partnership with parents
 |  | Application/documentary evidenceReferences |
| **Knowledge and understanding** | * Good subject knowledge and understanding of the National Curriculum
* Clear philosophy of secondary education which puts the child at the centre of process
* Able to plan for progression across the attainment range, designing effective learning across a series of lessons
* Committed to meeting the needs of all children
* Has an awareness of the principles of effective assessment which empowers children as learners
* Understands the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;
* Understands and demonstrates effective teaching and learning styles.
* Good understanding of a range of positive behaviour management strategies
* Identified curriculum strengths
 | Secondary school experience  | Application formReferencesInterview |
| **Skills** | * promote the school’s aims positively, and use effective strategies to motivate and inspire pupils;
* develop good personal relationships within a team;
* establish and develop close relationships with parents, governors and the community;
* communicate effectively (both orally and in writing) to a variety of audiences;
* create a challenging, effective and stimulating learning environment.
* Able to use ICT effectively
 |  | Application formReferencesInterviewSpecific qualifications or experience |
| **Personal characteristics and abilities** | * Endorses a ‘growth mindset’ in all areas of professional life
* Good team player
* Shows willingness to contribute to the whole school community, in and out of the classroom
* Flexible and adaptable
* Organised and able to prioritise
* Energetic and positive
* Ambitious for self and pupils
* Good sense of humour
* Committed to improving own practice
 |  | InterviewReferencesInterview  |
| **Special requirements** | * An enhanced DBS check is required
* A good health and attendance record
 |  | Documentary evidence |