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**JOB DESCRIPTION**

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| **School/College:** | West Norfolk Academies TrustBased at **Springwood High School** |
| **Job Title:** | Teacher of EnglishFull Time, Permanent |
| **Grade:** | MPS/UPS as appropriate |
| **Responsible to:** | Head of English |
| **Working With:** | English Faculty |

**Purpose of the Job**

* To meet all requirements of the Teachers’ Standards.
* Within the designated curriculum area, to implement, deliver and contribute to the schemes of learning.
* To shape the learning experience to motivate and encourage students to achieve their full potential.
* To monitor the progress of students and provide support to ensure personal and academic growth.

**Teaching and Learning Responsibilities**

* To demonstrate and share a passion for literature and an enthusiasm for the study of both Language and Literature.
* To deliver a programme of teaching leading towards assessment of designated skills that is personalised to meet the needs of the class.
* To use a variety of delivery methods to stimulate learning, appropriate to student abilities.
* To prepare and share high quality and appropriate teaching resources.
* To ensure a high quality learning experience for students that meets internal and external quality standards.
* To undertake assessment of students as required by internal and external (e.g. examination boards) procedures.
* To identify gaps in learning and provide appropriate in-class intervention to address these.
* Within the guidance presented in the school and Faculty Assessment Policies, and using appropriate I.T. systems, to assess, record and report on the attendance, progress, development and attainment of students.
* To take part in Parent/Carer Information Evenings.
* Within the Faculty’s marking and homework policy, to set and mark work appropriate to the needs of each student and to provide constructive feedback to facilitate progression.
* To apply the school’s Behaviour Policy to ensure that effective learning can take place. To maintain discipline and use appropriate rewards and sanctions in line with school policy.
* To ensure that Literacy, Numeracy and ICT opportunities are optimised within the context of the designated teaching programme.
* To optimise the use of classroom support staff.
* To be willing to participate in the wider requirements of the Faculty, such as after school support sessions and enrichment opportunities.

**Job context and flexibility**

The duties and responsibilities listed in this job description provide a summary of the main aspects of the role. This is not an exhaustive list and the post holder may be required to carry out other tasks, as deemed appropriate to the grade and nature of the post.

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Due to the routine of the school, the workload may not be evenly spread throughout the year. Flexibility of hours, and a flexible attitude and willingness to assist others in the team, when required is necessary.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced DBS (Disclosure and Barring Service) check.

Where the post holder has a budgetary responsibility, it is a requirement of the role to work within the Academy’s financial regulations.

**PERSON SPECIFICATION**

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| **Qualifications** | **Essential** | **Desirable** | **How assessed** |
| QTS | **🗸** |  | Appl |
| Relevant Degree | **🗸** |  |

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| **Experience** | **Essential** | **Desirable** | **How assessed** |
| Experience of teaching to GCSE  | **🗸** |  | Appl/Int/Ref |
| Experience of teaching to A-level |  | **🗸** |
| Experience of working in a team | **🗸** |  |
| Contribution to school beyond the classroom |  | **🗸** |

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| **Skills, Attributes and Knowledge** | **Essential** | **Desirable** | **How assessed** |
| Ability to form strong working relationships with children |  |  |  |
| An understanding of the use of data in promoting pupil achievement and attainment |  |  | Appl/Int/Ref |
| Skills and knowledge to deal with student safety and behaviour |  |  |
| Setting high standards to staff and students by personal example |  |  |
| Ability to gain parental support and co-operation |  |  |
| An understanding of the ECM agenda |  |  |
| Ability to work effectively under pressure |  |  |
| Ability to prioritise and meet deadlines |  |  |
| Commitment to continued personal development |  |  |
| Ability to focus on standards and the belief that all students can succeed given the right opportunity and support |  |  |
| Demonstrate a commitment to equal opportunities |  |  |
| Ability to achieve value for money within the designated budget | ✓ |  |
| IT literate. | ✓ |  |

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| **Personal qualities** | **Essential** | **Desirable** | **How assessed** |
| Ambition for self and others |  |  | Appl/Int/Ref |
| Genuine concern for others  |  |  |
| Decisive, determined and self-confident |  |  |
| Integrity, trustworthy, honest and open |  |  |
| Accessible and approachable |  |  |
| Excellent attendance and punctuality |  |  |
| Excellent interpersonal skills |  |  |

Appl = Application form Int = Interview Ref = Reference