

Impact Academy Worksop

JOB DESCRIPTION

Job Title	ENGLISH TEACHER – IMPACT ACADEMY WORKSOP
Grade	TEACHERS MAIN PAYSCALE
Primary Purpose of the Job	To deliver high quality English lessons to students
Responsible to	Head of Centre
Responsible for	The delivery of appropriate learning experiences and involvement in activities which contribute to student progress in English
Principal Responsibilities	To plan and deliver suitable learning experiences for students taking into account their individual needs. To support the academic development of students through the provision of an appropriate, needs-based English offers.

MAIN DUTIES

1. To develop and implement appropriate English Schemes of Work for all students having regard for the individual needs, experiences, aptitudes and stages of development
2. To plan individual lessons and deliver them in accordance with the School's Teaching and Learning Policies and the Teachers' standards.
3. To assist in the assessment of students and to utilise data to ensure that learning needs are diagnosed and appropriate work is set
4. To ensure that the progress of students in English is monitored and recorded and that this information is available to the School's senior leadership Team.
5. To report student progress to parents on a regular basis through formal school reports and Parent's evenings
6. To contribute to the good order of the School by promoting positive behaviour by students and to implement appropriate strategies should any students behave in a negative manner

7. To communicate with other staff including when attending staff and Teacher meetings
8. To organise the classroom and learning resources to create a positive learning environment
9. To motivate students with enthusiastic and imaginative presentation
10. To prepare and provide appropriate timely feedback in order to facilitate student development
11. To work with other staff from the teaching team to plan and co-ordinate work

Customer Care - To provide quality services that are what our customers want and need. To give customers the opportunity to comment or complain if they need to. To work with customers and do what needs to be done to meet their needs. To inform your manager about what customers say in relation to the services delivered.

Develop oneself and others - To make every effort to access development opportunities and ensure you spend time with your line manager identifying your development needs through your personal development plan. To be ready to share learning with others.

Valuing Diversity - To accept everyone has a right to their distinct identity. To treat everyone with dignity and respect and to ensure that what all our customers tell us is valued by reporting it back into the organisation. To be responsible for promoting and participating in the achievement of the departmental valuing diversity action plan.

Date Job Description prepared

September 2022

Job Description prepared by

Mr P Hodgkinson

PERSON SPECIFICATION

Department	IMPACT ACADEMY WORKSOP
Job Title	TEACHER

MINIMUM ESSENTIAL REQUIREMENTS		METHOD OF ASSESSMENT
1. Skills, Competency and Knowledge		
1.1	To have a detailed knowledge of the requirements of the Secondary English Curriculum	Application form/Interview
1.2	Conversant with the planning and delivery of KS3 and KS4 lessons with a view to improving progress and attainment	Application form/Interview
1.3	The ability to accurately assess the quality of the work of students against national standards	Application form/Interview
1.4	Proven organisational skills	Application form/Interview
1.5	Ability to teach across a broad curricular range	Lesson observation/Interview
1.6	High level teaching skills	Lesson observation/Interview
1.7	Set high expectations for student behaviour and establish a clear framework for classroom discipline promoting self-control and independence whilst managing students' behaviour constructively	Lesson observation/Interview
1.8	Good communication skills	Application form/Interview
1.9	Work effectively as part of a team developing positive relationships with colleagues, students, parents/carers and other agencies, as appropriate	Application form/Interview
1.10	The ability to promote the social, moral, spiritual and cultural development of students through high quality mentoring and support	Lesson observation/ Application form/Interview
1.11	The ability to promote literacy and numeracy skills through teaching	Lesson observation/ Application form/Interview
1.12	Valuing Diversity - Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage	Application Form/Interview
1.13	Caring for Customers - Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users	Application Form/Interview

1.1 4	Developing Self and Others - Ability to question, and request appropriate training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. To support others' learning and share learning with others	Application Form/Interview
1.1 5	Health and Safety - The ability to identify risk to self and others when undertaking work activities and appropriate actions needed to minimise risk	Interview
1.1 6	Confidentiality - To acknowledge the need to maintain confidentiality at all times and to become aware of the National, Council and school/setting policies on Confidentiality, and the management and sharing of information	Interview
1.1 7	Energy Efficiency - To be aware of the energy efficiency issues in own area of work and throughout the organisation	Interview

2. Experience/Qualifications/Training etc.		
2.1	Experience of working with primary-aged students with Social, Emotional, Behavioural and Mental Health issues	Application form/Interview
2.2	DfE Qualified Teacher Status	Application form/Certificates
2.3	Experience of implementing pastoral and behavioural support programmes for students who require additional support	Application form/Interview
2.4	Knowledge of behaviour management techniques for groups and individuals	Application form/Interview
2.5	Successful teaching experience in a relevant Primary setting	Application form/Interview

3. Personal Qualities		
3.1	Clear dedication to teaching as a career	Application form/Interview
3.2	Energy and enthusiasm and a liking for work with young people with complex needs	Application form/Interview
3.3	Flexibility and an ability to respond creatively to the challenges of working in an SEMH setting	Application form/Interview
3.4	Ability to relate well with colleagues and students	Interview and interaction with others whilst visiting the academy
3.5	Constant and consistent expectations of high standards	Interview

3.6	Commitment to involving parents/carers as partners in the education process	Interview
3.7	Appropriate professional dress and appearance	Interview
3.8	Sense of humour	Interview
3.9	Commitment to extra-curricular activities	Application Form/Interview

Note to Applicants: **Please try to show in your application form and supporting letter, how best you meet these requirements**

Date Person Specification prepared/updated	September 2022
Person Specification prepared by	Mr P Hodgkinson