



SALE HIGH SCHOOL

JOB DESCRIPTION

ENGLISH TEACHER

Responsible to:	Headteacher and Governing Body
Line Manager:	Middle Level Leader of English
Purpose:	<p>To implement and deliver an appropriate broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate</p> <p>To monitor and support the overall progress and development of students as a teacher/form tutor</p> <p>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential</p> <p>To contribute to raising standards of student attainment</p> <p>To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth</p>
Working Time	195 days per year (Temporary – 1 year in the first instance)
Salary/Grade	MPS/UPS
Disclosure Level	Enhanced

MAIN (CORE) DUTIES

Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, making policies and teaching strategies in the Curriculum Area.
- To contribute to the Curriculum Area, the department development plan and its implementation
- To plan and prepare courses and lessons
- To contribute to whole school planning and activities

Curriculum Provision

- To assist the Middle Level Leader to ensure that the curriculum area provides a range of teaching which compliments the School Development Plan.

Curriculum Development

- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the School's Mission Statement and Development Plan

STAFFING

- To take part in the staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching approaches.
- To engage actively in the Performance Management/Appraisal process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the School.

QUALITY ASSURANCE

- To help to implement quality assurance procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the curriculum are/department in line with agreed School procedures including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required
- To review from time to time methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School.

MANAGEMENT INFORMATION

- To maintain appropriate records and provide relevant accurate and up-to-date information for CMIS registers/systems
- To complete the relevant documentation to assist in the tracking of students
- To track student progress and use information to inform teaching and learning

COMMUNICATIONS

- To communicate effectively with the parents of students as appropriate
- Where appropriate to communicate and co-operate with persons or bodies outside of School
- To follow agreed policies for communications in the School

MARKETING AND LIAISON

- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review Week and liaison events with partner schools
- To contribute to the development of effective subject links with external agencies

MANAGEMENT OF RESOURCES

- To contribute to the process of the ordering and allocation of equipment and materials
- To assist the Middle Level Leader to identify resource needs and to contribute to the efficient/effective use of physical resources
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students

PASTORAL SYSTEM

- To be a Form Tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole
- To liaise with a Head of House to ensure the implementation of the School's Pastoral System
- To register students, accompany them to assemblies, encourage their attendance at all lessons and their participation in other aspects of School life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To contribute to the preparation of Action Plans and progress files and other reports
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To communicate as appropriate with the parents of students and with persons or bodies outside the School concerned with the welfare of individual students after consultation with appropriate staff.
- To contribute to PSHE and citizenship and enterprise according to School policy
- To apply the Behaviour Management systems so that effective learning can take place

TEACHING

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the students in the School and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and group of students
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching and learning experience of students
- To undertake a designated programme of teaching
- To ensure a high quality learning experience for students which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to students needs and demands of the syllabus
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures
- To mark grade and provide written/verbal and diagnostic feedback to support progress.

OTHER SPECIFIC DUTIES

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example
- To support the school in meeting its legal requirements for worship
- To promote actively the school corporate policies
- To continue personal development as agreed
- To comply with the school's Health and Safety Policy and undertake risk assessments as appropriate
- To undertake any other duty as specified by STPCB not mentioned in the above.

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

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers

The School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

This job description is current at the date shown, but following consultation with the post-holder may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title

Health and Safety Responsibilities

All employees have the responsibility

1. To comply with safety rules and procedures laid down in their area of activity.
2. To take reasonable care of their own health and safety and hence to avoid injury to themselves and to others by act or omission whilst at work.
3. To use protective clothing or equipment as may be provided.
4. To report all sickness, accidents, unsafe conditions or practices and dangerous occurrences of which they are aware promptly.
5. To co-operate with the Head Teacher in the fulfilment of the objectives of the School's Health and Safety policies.



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**PERSON SPECIFICATION
ENGLISH TEACHER**

QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT	Essential	Desirable
Qualified Teacher Status	•	
A Degree in English/ English Literature		•
An Honours Degree		•
Experience of teaching in a comprehensive school		•
KNOWLEDGE AND UNDERSTANDING		
Knowledge of National Curriculum for English	•	
Cope securely with subject related questions pupils raise	•	
Understand how pupils' learning is affected by their physical, intellectual, emotional and social development	•	
ICT fluency		•
Familiar with subject specific health and safety requirements and plan lessons to avoid potential hazards	•	
PLANNING; the ability to:		
Identify, clear teaching objectives and content and specify how these will be taught and assessed	•	
Set tasks which challenge all pupils and ensure high levels of pupil interest	•	
Set clear targets for pupils' learning	•	
Provide clear structures for lessons and for sequences of lessons, in the short , medium and longer term which maintain pace, motivation and challenge for all pupils	•	
Make effective use of assessment information when planning	•	
Ensure effective coverage of examination syllabuses and NC programmes of study	•	
TEACHING AND CLASS MANAGEMENT; the ability to:		
Monitor and intervene when teaching to ensure good/outstanding learning and discipline	•	
Set high standards of behaviour through well focused teaching and positive relationships	•	
Use teaching methods which sustain the momentum of pupils' work and keep all pupils engaged, interested and motivated	•	

MONITORING, ASSESSMENT, RECORDING, REPORTING; the ability to:		
Mark and monitor pupils' assigned class work and homework providing constructive feedback and setting targets for pupils progress in line with school policy	•	
Assess and record each pupil's progress systematically	•	
Prepare and present information reports to parents	•	
Assess pupils against attainment targets	•	
OTHER PROFESSIONAL REQUIREMENTS		
Undertake duties as set out in the Teachers' Pay and Conditions document	•	
Understand teachers' legal liabilities and responsibilities	•	
Establish good relationships with colleagues	•	
Carry out duties in accordance with guidance from their line manager	•	
Participate in Continued Professional Development	•	