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**DUTIES OF ALL TEACHING STAFF**

**Purpose**

1. Inspire students to achieve their very best.
2. Ensure all lessons meet the expectations of the Shirebrook Academy Principles of Consistently Effective Teaching.
3. Ensure all students make excellent progress towards achieving challenging curriculum goals.
4. Inspire and support students to maintain the 5Ps, the Academy Character Values and uphold the Behaviour for Learning Policy
5. Fully implement all Academy policies and procedures

**ROLES AND RESPONSIBILITIES OF ALL TEACHING STAFF**

**1.  Quality of Education: Curriculum, Teaching and Learning, Assessment & Feedback**

1. To maintain the teacher standards as set out by the DfE.
2. To have a clear understanding of the intent of the relevant curricula and the intended end points for students, working with others to plan highly effective Curriculum Maps, Schemes of Work and lessons.
3. To collaborate with colleagues in order to improve the effectiveness and consistency of learning & teaching.
4. To ensure that strong relationships, good subject knowledge and effective pedagogy form the bedrock of consistently good teaching and learning
5. To ensure all students can engage and achieve in lessons, making reasonable adjustments for students with identified Special Educational Needs and/or Disabilities using EHPs and Pupil Profiles as appropriate.
6. To support, develop and implement department assessment & feedback procedures.
7. To use assessment for learning as an integral part of effective teaching and learning.
8. To ensure formative and summative assessments are accurate and students are informed of their strengths and areas for development
9. To use information from formative and summative assessment to plan for effective next steps in learning.
10. To make effective use of resources, including ICT.

**2. Supporting and guiding students’ Personal Development, Behaviour and Attitudes**

1. To lead a tutor group providing effective and consistent pastoral support, care and guidance to the students in the tutor group
2. To teach, assess progress towards curriculum goals and contribute to the planning of the Personal Development curriculum.
3. To inspire and advise students on how to build on the learning in school for future progression and careers
4. To develop positive can-do attitudes within students, encouraging high aspirations and ensuring all students make good progress.
5. To be a role model for students, demonstrating and reinforcing the Academy character values of Courage, Honesty, Integrity, Compassion and Kindness
6. To implement the Academy Behaviour for Learning strategy maintaining a positive learning environment and positive professional relationships with students
7. To be aware of and implement when necessary, The Academy’s Child Protection and Safeguarding procedures.

**3. Partnerships**

1. To work closely and considerately with all colleagues.
2. To work collaboratively with the community to develop ideas, opportunities for students and best practice
3. To communicate regularly and considerately with parents and carers and other stakeholders

**SPECIFIC DUTIES OF THE POST:**

**Curriculum**

* To assist the Head of Faculty and those colleagues with responsibilities in the effective management of the faculty area
* To teach Religious Education at KS3/KS4
* To assist in the development of appropriate syllabuses and schemes of work, (Y7-Y11), in Religious Education
* To assist in the implementation, monitoring and evaluation of the agreed courses
* To contribute to the design and implementation of the faculty’s agreed policies on curriculum organisation and delivery, including for example, provision for students with Special Educational Needs
* To contribute fully to the academy’s procedures on recording and monitoring students’ achievements
* To operate proper care of the faculty and academy’s resources and equipment

**Pastoral Care**

* To assume the responsibilities of the role of Group Tutor, as required, and to support the leadership team and other colleagues in the provision of pastoral care and guidance for the students in your care
* To observe the academy’s policies on monitoring, recording and reviewing students’ progress
* To support and implement the academy’s disciplinary Code of Conduct

**General**

* To participate in the academy’s programmes of professional development and ensure the levels of professional preparedness necessary to fulfil the academy’s requirements

To carry out any other duties which may be reasonably required by the Associate Principal.

**All the above is subject to the terms and conditions laid out in the current Teachers Pay and Conditions document.**

This 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 salary or job title.

**The employer for all positions with Shirebrook Academy is Aston Community Education Trust.**