



ATAM Academy
Job Description
Teacher

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| Post: | Teacher |
| Salary Scale: | MPS / UPS (Outer London) |
| Liaising with: | Departmental staff / Academy staff |
| Line of Responsibility | Subject Leader / Director |

Purpose of Post:

- To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.
 - Working as part of a team to ensure a purposeful, positive and disciplined culture and ethos, which ensures a safe and stable population with strong progress and attainment outcomes for students. Thereby, ensuring a high-quality education for all pupils.
 - Ensuring the key elements of progress and achievement, quality of teaching, behaviour and safety and leadership are all of a very high standard.
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Duties and Responsibilities

Key responsibilities

- Support the Principal in ensuring the school's commitment to safeguarding and promoting the welfare of children is delivered
- Be emblematic of our values:
 - Truth, Altruism, Compassion, Service, Courage, Resilience and Love.
- Trust Ethos: Together As One

Learning & Teaching

- Planning and preparing courses and lessons in line with the Learning & Teaching Policy.
- Assessing, recording and reporting on the development, progress and attainment of pupils (including monitoring student progress against academic potential and appropriate targets) having due regard for the Marking and Feedback policy.
- To deliver engaging and motivating lessons to students across all key Stages.
- Implementing the Values and Rewards policy.
- To be a Form Tutor or being attached to a year group and playing a part in ensuring the successful development of the tutoring programme.
- Participating in the development and delivery of the Personal Development programme.
- Contributing to pupils' Spiritual, Moral, Social and Cultural development in line with school policy.
- Communicating and consulting with parents as required.
- Awareness of potential of each pupil, monitoring progress against potential and taking action to enable pupils to achieve that potential.
- Sustain personal expertise and act as a role model of good/outstanding classroom practice, modelling effective strategies and sharing these with other teachers as appropriate.
- To work as a team supporting the department to spread and share good practice.
- Ensure that marking and feedback and lesson planning leads to positive outcomes for pupils.

Personal and Professional Development

- To be involved in annual appraisal arrangements as determined by Trust policy.
- To undertake an annual identification of professional development and training requirements with a line manager as part of the appraisal process.
- To engage in regular reviews of learning and teaching and of programmes of work.
- To take an active role in the development of subject schemes and teaching materials under the guidance of the line manager.

- To engage in the quality assurance processes within the department / academy.
- Acting as a role model in terms of attitude, dress (including adhering to the dress code for teaching & non-teaching staff) and interaction with others.
- Make a positive contribution to the wider life and ethos of the school.

Outcomes for students

- Ensure that high expectations prevail with high standards of achievement across all key stages and for all learners within the subject.
- Plan, implement and evaluate strategies where improvement needs are identified.
- Monitor, evaluate and report on the effectiveness of teaching with regard to pupil progress within the subject.
- To monitor class performance against targets.
- Ensure the progress of each individual pupil is effectively planned for and appropriate intervention is delivered with particular reference to those learners identified as having additional learning needs.

General Duties

- Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- To act in accordance with the academy and Trust's Policies and Procedures.
- To act as a role model, to encourage and promote non-discriminatory behaviour and ensure equality and diversity is sustained within our academy.
- To ensure compliance with the General Data Protection Regulations and maintain confidentiality in your working practices each day.
- To adhere to the Trust's Safeguarding Policy and Procedures to ensure that the duty of care for all staff, including yourself to protect children and young people is maintained.
- To contribute to the provision of an effective environment for learning.
- To support the promotion of positive relationships with parents and outside agencies.
- To attend skill training and participate in personal/performance development as required.
- To take care of your own and other people's health and safety in line with school and Trust policies and procedures.
- Depending on the needs of the academy, these may be altered from time to time in consultation with the Principal.

The above duties are not exhaustive and the post-holder may be required to undertake reasonable tasks as assigned by the Principal.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the post holder.

CONDITIONS OF EMPLOYMENT:

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).

The Khalsa Academies Trust (TKAT) Safeguarding Statement

The Khalsa Academies Trust is committed to safeguarding children. We believe that children and young people should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. We expect that all staff, volunteers, outside agencies and service providers adhere to our policies and share in our commitment to safeguard all children in our care.

TEACHER- PERSON SPECIFICATION

| | Essential | Desirable |
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| Qualification Criteria | <ul style="list-style-type: none"> ● Qualified to degree level and above. ● Qualified to teach and work in the UK. ● Qualified Teacher Status. | <ul style="list-style-type: none"> ● Evidence of post degree study and qualifications |
| Experience | <ul style="list-style-type: none"> ● Successful teaching experience ● Evidence of team work and supporting colleagues effectively ● Awareness of current educational developments ● Willingness to continue to develop subject knowledge ● Ability to plan and implement lessons effectively across all key stages ● Evidence of high quality classroom skills ● Demonstrate commitment to the principles of inclusion ● Ability to stretch and challenge learners of all abilities ● Desire to contribute to co-curricular activities | <ul style="list-style-type: none"> ● Experience of teaching in a post 16 setting |
| Skills and knowledge | <p>Teaching and Learning:</p> <ul style="list-style-type: none"> ● Outstanding practitioner ● Effective systematic behaviour management with clear boundaries, sanctions, rewards and praise. ● Knowledge of curriculum sequencing. ● Understanding of current safeguarding legislation and academy policies ● Understanding of teacher responsibilities in promoting safeguarding and the welfare of pupils. | |

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| | <p>Vision and Strategy:</p> <ul style="list-style-type: none"> ● Vision aligned with the Academy's high aspirations and high expectations of self and others. ● Understanding of how to set high aspirations and lead effective strategies in your classroom ● Understanding of strategies to establish consistently high standards of results and behaviour in an inner city school and commitment to relentlessly maintain these standards. | |
| Personal Qualities | <ul style="list-style-type: none"> ● Commitment to ensuring the safety and welfare of children ● Uphold and promote the ethos and values of the school ● Act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school ● Ability to work under pressure and prioritise effectively ● Maintain confidentiality at all times ● Commitment to equality ● Highly approachable, very grounded and able to make sensible judgements. ● Excellent critical thinking skills; has intellectual curiosity and rigour. ● Able to build trust and mutual respect between pupils and families. | |
| Other | <ul style="list-style-type: none"> ● This post is subject to an enhanced Disclosure and Barring Service check. ● Evidence of continued CPD | |

