



The Khalsa Academy Wolverhampton

Teacher of Science Job Description & Person Specification

Post:	Teacher of Science
Salary Scale:	MPS/UPS
Liaising with:	Head of Science 2 i/c Science SLT
Line of Responsibility:	Head of Science

Purpose of Post:

We are seeking to appoint a dynamic Teacher of Science to join our very successful Science Department. The successful candidate will have a firm commitment to raising whole-school achievement; have a professional approach to staff development; high expectations; and a determination to succeed. The successful candidate will have the opportunity to teach Science across Key Stages 3, 4 and 5.

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 & Love
 - Trust Ethos:** Together As One
- To develop, plan and deliver effective and high quality learning experiences for all students you teach.
- To be accountable for the learning outcomes and achievement of all students you teach.
- To work within Academy policies and procedures including the Child Protection Safeguarding Policy and Pupil Behaviour Policy.
- To support in leading, managing and developing the curriculum within the Science Department.
- To develop and enhance the teaching practice of all Science Department Teachers.
- To contribute and establish a faculty ethos that is positive and dedicated to success.
- To actively support the monitoring and follow-up of student learning and progress within the Science Department at all key stages.
- To support curriculum development.
- To keep up-to-date with local and national developments in teaching practice, pedagogy and methodology.
- To promote teamwork and to effectively motivate staff to ensure good working relations.
- To monitor and evaluate the curriculum in line with school procedures.
- Take responsibility for your own professional development by reviewing your own performance, acting upon advice/feedback and participating in the Academy mentoring and coaching programme if required.
- Take a shared responsibility in developing the teaching of Literacy and Numeracy
- Work cooperatively with the Reading, Oracy, Literacy and Numeracy leads to develop the school's literacy and numeracy programmes.
- To monitor and maintain the CPAC spreadsheet for the Required Practical's for A-Level Sciences on Teams.

- To have impact in raising the standards of student attainment and achievement within the Science Department and to monitor and support student progress and development.

General Expectations:

- Support the Principal in ensuring that all School and Trust policies are implemented effectively.
- Create a sense of being reliable, approachable and encouraging reading for all learners.
- Have a profile around school before, during and after the school day.
- Maintain appropriate and accurate records.
- Support, promote and attend extra-curricular events, concerts etc.
- Oversee the development and organisation of any relevant extra-curricular activities and visits which extend learning beyond the classroom.
- Promote and monitor Health and Safety for all, including responding to emergency situations.
- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
- To play a full part in the life of the school community.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of, support and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.

Specific Duties:

Planning & Target-Setting

- Set high expectations and targets for learners in every group taught based on the data provided.
- Ensure that context sheets are created, updated and used effectively to promote high quality personalised teaching, learning and interventions.
- Work with the SENCO, and any other staff with Additional Educational Needs expertise, to ensure that individual education plans are used to set subject specific targets and that work is matched well to learners' needs.
- Contribute to and follow the short, medium and long term plans for teaching and learning to promote progress.
- Contribute to whole-school aims, policies and practices including those in relation to safeguarding, behaviour, bullying and racial and homophobic harassment.

Teaching & Managing Student Learning

- Ensure that registration and class registers are marked punctually and accurately and are kept up to date as required by law and effective safeguarding procedures. Monitor attendance and punctuality of groups of learners and individuals and take appropriate action to address any issues.
- Highlight positive performance and recognise and reward it appropriately.
- Utilise appropriate behaviour management strategies and adhere to the whole school Behaviour for Learning policy and procedures.
- Ensure the progress of every student within each lesson, across sequences of lessons and throughout modules/schemes of work.
- Utilise a range of appropriate teaching strategies to ensure that lessons have pace and variety.
- Ensure that teaching reflects the diversity of backgrounds of learners and promotes mutual respect.
- Ensure that teaching caters for the full range of learning styles of student.
- Ensure that assessment and attainment data informs teaching and that learners understand how to improve and make progress.

- Ensure effective development of learners' literacy, numeracy and information technology skills through the subject.

Assessment & Evaluation

- Adhere to the whole school system for recording and reporting individual student performance ensuring compliance with all deadlines.
- Establish clear targets for learners' achievement, and evaluate attainment and progress for all learners.
- Use data effectively to identify individual learners and student groups who are underachieving and, where necessary, create and implement effective plans of action to support these learners.
- Contribute to regular curriculum review to help maintain a relevant, stimulating and innovative curriculum provision.
- Participate in lesson observations and other measures to monitor the delivery of learning outcomes and quality of teaching and implement measures to address any improvement issues identified.

Working With Staff & Other Adults

- Attend meetings as requested.
- Establish clear and constructive working relationships with other staff in the team.
- Establish good working relationships and practices, focused on maximising progress, with allocated teaching assistants.
- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets as required.

Other Duties

- The post holder will be subject to performance objectives agreed annually and participate in performance management cycle.
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal.
- To take on any whole school initiative or responsibility that the Principal may direct.

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).

ONE Multi Academies Trust Safeguarding Statement

ONE Multi 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.

Person Specification

Attributes	Essential	Desirable	Evidenced
Qualifications & training	<ul style="list-style-type: none"> • Qualified Teacher Status • Graduate - honours degree • Evidence of Continuing Professional Development • Knowledge of relevant policies, codes of practice and awareness of relevant legislation • Safeguarding - training can be provided • Prevent - training can be provided • First Aid Training - training can be provided • Full UK driving licence 	<ul style="list-style-type: none"> • Ability to teach GCSE and A Level Biology would be advantageous 	Application Form Interview
Previous Experience	<ul style="list-style-type: none"> • Proven experience of outstanding outcomes across Key Stages 3, 4 & 5 • Active engagement in extra-curricular provision • Understanding of high-quality teaching and learning strategies with the ability to model this for colleagues and support others to improve • Contribution to raising standards 	<ul style="list-style-type: none"> • Ability to use and understand assessment data. • Familiar with effective learner progress intervention strategies. • Knowledge of subject at Key Stage 5 • Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged. • Experience of leading a team • Appraisal of members of staff • Leading an area of improvement within a department • Provision for SEND students and students in receipt of Pupil Premium • Managing a budget • Pastoral / form tutor role • Proven ability to raise standards. • Contributions to departmental / whole school improvement initiatives. 	Application Form Interview
Professional competence	<ul style="list-style-type: none"> • Expert subject knowledge • Innovative, imaginative and flexible teaching style using a wide range of pedagogic approaches to ensure all students are engaged 	<ul style="list-style-type: none"> • New exam specifications • Current issues and recent developments in the curriculum area 	Application Form Interview

	<ul style="list-style-type: none"> • Ability to adapt teaching to meet students' needs, therefore ensuring inclusion • Understanding of the essential components of, and the regular delivery of outstanding lessons • Evidence of continued professional development through self-reflection and ability to act on advice • Ability to work under pressure and prioritise effectively • Commitment to equality of opportunity for all students to achieve the best outcome • Commitment to safeguarding and students' wellbeing 		
Personal Qualities	<ul style="list-style-type: none"> • Commitment to delivering after-school and pre-exam sessions as required as well as enrichment opportunities for learners. • Enjoyment of working with young people • Ability to communicate a vision and inspire others • A commitment to collaborative practice • Resilient, positive, forward looking and enthusiastic about making a difference • A willingness to reflect upon experiences in a critical and constructive manner • The ability to remain calm in stressful situations • Smart professional appearance 	<ul style="list-style-type: none"> • Potential for promotion 	Application Form Interview