



## Job Profile

**Role:** Teacher of English

**Grade:** MPS / UPS

**Contract:** Permanent

**Reports to:** Head of English

### Job Focus

The Academy of St. Margaret's are seeking a reliable and aspirational Teacher of English to join the English Department on a permanent basis. This role will support the Head of English in improving the quality of teaching and learning to its students.

This is an exciting time to join the Academy as we are part of the All Saints Multi Academy Trust. The Trust is committed to improving, accelerating and enabling ambitious life goals amongst all young people in their academies.

### Core Responsibilities & Tasks

- Support and actively promote the priorities of the department within the team and to students.
- Maintain a good level of personal knowledge of current educational development and thinking on the subject.
- Display enthusiasm for your subject which motivates and engages students in your lessons.
- Use a variety of learning and teaching strategies to deliver innovative lessons to all students ensuring pace and challenge are maintained.
- Plan lessons and extended learning opportunities in line with schemes of learning.
- Ensure learning objectives and outcomes are communicated to every learner in line with Academy policy.
- To scaffold appropriately, taking into account individual learner needs.
- Make use of extended learning opportunities for use outside of Academy lessons.
- Participate in the Academy's Quality Assurance Programme and its agreed framework.
- Work efficiently and creatively using the full range of resources available, including other adults and mentors.

- Provide a positive learning climate within lessons to promote a meaningful staff – student relationship and interaction.
- Adhere to the Academy’s Behaviour and Relationships Policy and ensure implementation in everyday life at the school.
- Offer feedback in accordance with the Academy’s Feedback Policy providing both formative and summative feedback on a regular basis.
- To take responsibility for individual professional development and use the outcome to improve learning and teaching.
- To demonstrate a thorough and up-to-date knowledge of learning and teaching taking into account wider curriculum developments, which are relevant to your work, e.g. National and Department for Education initiatives.
- To be aware of the Academy’s Anti-bullying Policy and support students as necessary.
- To maintain good order and behaviour for learning among students, with particular regard to Health and Safety, both on the Academy premises and when engaged in authorised activities elsewhere.

### **Corporate Responsibilities**

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Academy’s activities.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Academy’s Appraisal process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.

### **Additional Notes**

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.
- The Trust operates a non-smoking policy.

## Person Specification

<b>Knowledge and Understanding</b>	<b>Essential</b>	<b>Desirable</b>
Undergraduate Degree	x	
QTS	x	
An honours degree		x
An understanding of the relationship between English and the wider curriculum.	x	
Knowledge and understanding of the National Curriculum Programme of study for English at KS3 & KS4.	x	
Knowledge and understanding of the Curriculum Programme of study for English at KS5.		x
<b>Teaching and Learning</b>		
Knows and understands the characteristics of high-quality teaching.	x	
Plans teaching to achieve incremental progression for all students.	x	
Can demonstrate sustained improvement and high standards of student learning and achievement.	x	
Can set tasks that challenge and interest students.	x	
Has high expectations of students regarding the quality of work they produce.	x	
Sets learning objectives built on prior attainment that meet the needs of individual children.	x	
Uses assessments formatively to support teaching and student learning.	x	
Demonstrates exemplary feedback and assessment practices that support students learning and progress.	x	
Uses a range of teaching strategies aimed at meeting different learning styles and confidently uses ICT as a teaching method.	x	
<b>Leadership and Management</b>		
Can prioritise, plan and organise to effect change and improvement beyond the immediate situation.	x	
Ability to convert difficulties into successes.	x	

Knows when to consult, make decisions and defer to others.	x	
Can analyse, understand and interpret data and information.	x	
Can communicate effectively to different audiences and capture their interest and enthusiasm.	x	
Can negotiate, persuade and consult effectively.	x	
Can set and achieve challenging professional goals.	x	
Builds and contributes to highly effective working relationships with individuals within and across teams.	x	
Shows a commitment to their own learning and takes responsibility for their own professional development.	x	
Can set challenging and ambitious targets within the subject in order to further raise current levels of student attainment.	x	
<b>Personal Attributes</b>		
Places the welfare and safety of children at the heart of their practice.	x	
Has a passion for education and seeing young people succeed in a positive, safe and enjoyable climate.	x	
Has the ability to be forward-thinking and innovative.	x	
Has high aspirations for students beyond typical expectations.	x	
Has a record of reliability and integrity.	x	
Demonstrates fairness and honesty.	x	
Has self-confidence in their ability to succeed; maintaining energy and enthusiasm in challenging situations.	x	
<b>Other</b>		
Satisfactory DBS with barred list check	x	
Enrolment to DBS update service		x

**Equal Opportunities**

All Saint's MAT is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, age, or disability.

*This job profile is accurate as of 12.12.2024*