

PARADIGM TRUST

JOB DESCRIPTION		
Post Title: Teacher	Grade:	
Department: General		
Responsible to:	Head of Department	
Responsible for:	The provision of an appropriate learning experience for all students and responsibility for Key Stage 3 and 4.	

Responsibilities

1. Subject specialist teacher

With the support and supervision of their Head of Department, the teacher will:

- ensure that students understand the requirements and learning outcomes for their subject
- ensure that students know their Minimum Required Grade (MRG), alerting the base group tutor to any risks to students achieving these
- ensure student data is regularly updated to enable the tracking and monitoring of progress
- ensure that their subject teaching inspires students to achieve or exceed their MRGs
- recognise and take account of students' different learning styles and needs when planning and leading teaching sessions
- encourage students to explore and evaluate different learning strategies within their subject
- embrace opportunities to work with colleagues across the Trust to enhance and improve practice
- take overall responsibility for the performance and progress of students taught including published exam outcomes

- contribute to the development of good practice in the subject team to ensure that learning is good or outstanding
- contribute to Trust-wide initiatives in their subject
- contribute to the programme of additional learning sessions, enrichment events, and visits and journeys in their subject
- make effective use of data to diagnose and track student performance in order to raise attainment
- take account of the needs of all students taught, including SEND, EAL and Gifted & Talented students
- work collaboratively with colleagues to prepare students for public examinations, including contributing to exam preparation and revision sessions
- undertake coursework, marking and moderation and provide information for exam entries in line with academy and statutory requirements

Other responsibilities

All teachers will:

- undertake other duties commensurate with the status of the post as may from time to time be determined by the Principal
- participate fully in the academy's Performance Management programme
- ensure that the academy's Equal Opportunities Policy is implemented across the subject area(s) and contribute to its regular review
- carry out supervisory duties in accordance with the published duty rotas

It is understood that the need to consider any major change in the manner and scope of responsibilities mentioned above will be through negotiation between the postholder and the Principal.

Paradigm Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Equal Opportunities Statement

Adhere to the Trust's Equal Opportunities policies and ensure anti-discriminatory practice within the Department.

Commensurate Statement

Undertake any other reasonable duties commensurate with the grade as determined by the manager.

Safeguarding

To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Trust.

Teacher: _____ Date: _____

Principal: _____ Date: _____

Job and Person Specification

All of the following criteria are essential unless otherwise stated and will be tested as part of the selection process. Those criteria that will be assessed at the written application form stage are marked as 'A'. Those that will be assessed as part of the selection interview process are marked as 'I'.

As a guide your written personal statement should be no more than two sides of A4.

PERSON SPECIFICATION		
Teacher		
	A (application)	I (Interview)
Qualifications		
Qualified Teacher Status (Desirable)	X	
Experience		
Good specialist subject knowledge (Desirable)	X	
Evidence of recent, relevant professional development, either through training or employment (Desirable)	X	
Be a good or outstanding teacher within their curriculum area (Desirable)		X
Model good practice alongside teaching colleagues and teaching assistants, demonstrating the values and behaviours required in a Paradigm academy. (Essential)		X
Knowledge and understanding		
An understanding of contributing to curriculum planning and development, including the deployment of resources. (Desirable)		X
Understand and be able to communicate the vision		X

for the academy within their curriculum area (Essential)		
Understanding of and commitment to equality issues within the workplace and the safeguarding of children. (Essential)		X
Potential for further career progression in education. (Essential)		X
Be willing to contribute as appropriate with staff from other academies in the Trust. (Essential)		X
Be a good team player who contributes positively to teams within the academy. (Essential)	X	
Respond positively to a period of change, development and transition. (Essential)		X
Put students and their needs at the heart of all decisions made with regard to their teaching so that students view the academy as theirs. (Essential)		X
Contribute to the creation of a culture of respect, optimism, celebration and mutual support throughout the academy. (Essential)		X
Promote equality within and value the diversity of the academy community. (Essential)		X
Contribute to a culture of high expectations amongst students and staff within their curriculum area, both academic and in terms of behaviour and attitudes. (Essential)	X	
Be enthused and excited by the possibilities of working in a Trust. (Essential)		X
Ability to work effectively as part of a team to ensure the needs of the pupils are met appropriately. (Essential)		X
Understanding of and ability to establish clear boundaries in relation to pupils' behaviours in line with the Trust's behaviour policy. (Essential)	X	X
Good verbal and written English communication skills.(Essential)	X	X

	A (application)	I (Interview)
Additional		
Excellent attendance and punctuality. (Essential)		X
A DBS enhanced disclosure that is satisfactory to us will be a condition of your appointment. (Essential)		X
The post holder must demonstrate due regard for safeguarding and promoting the welfare of children and young people, and follow the child protection procedures adopted by the Trust. (Essential)		X

Applicants should note that all of the above will be tested as part of our robust selection process and should ensure all of the criteria are evidenced in the written application. Candidates shortlisted for interview will be required to provide evidence of qualifications and may be subject to competitive selection tests.