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Role title: Teacher

Reporting to: Lead Teacher

**Role outline and accountabilities**

Lead and coordinate the delivery of a subject or subjects across the school, including promoting and engaging with students in your subject area/s and working with the team of teaching staff and support staff. You will assist across all aspects of the curriculum to promote a healthy and supportive working environment and help us achieve the highest of standards and continue to deliver the best for our students.

**Responsibilities**

*Teaching*

* Have accountability for leading, managing and developing the curriculum across your subject area/s in a caring, supportive, purposeful and stimulating environment. Identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
* Responsible for attainment and progress in your subject area/s for all students in line with individual needs and agreed targets.
* Plan and prepare lessons in order to deliver the National Curriculum, and other accredited areas, ensuring effective breadth and balance that are judged good.
* Maintain good order and discipline among the students, keeping them safe and safeguarding their health and safety.
* Organise and manage groups or individual students, ensuring differentiation of learning needs, reflecting all abilities.
* Plan opportunities to develop the social, moral, emotional and cultural aspects of students’ learning.
* Develop and maintain a regular system of monitoring, assessment, record keeping and reporting of student’s progress.
* Manage the use of support staff within the classroom.
* Ensure students attain, achieve and make appropriate rates of progress as determined by agreed targets.
* To participate in staff meetings as required.
* To communicate and consult with parents over all aspects of their child’s education – academic, social and emotional.
* To cover in the absence of a colleague.
* If required, to be a mentor to a student or group of students and communicate regularly with parents.
* To partake in the quality assurance of the school and promote without prejudice the agreed policies of the school.
* Communicating an exciting and stimulating shared vision, which ﬁts within the overall Pivot strategy, and inspires and motivates students, staﬀ and all other members of the school community
* Ensure that all statutory requirements as deﬁned by Ofsted/ DFE, and other external bodies are actioned.
* Embed a culture of positivity and motivation
* To treat all students with dignity, observe proper boundaries and understand that every adult in the academy has a responsibility to safeguard children and young people.
* To undertake other roles or responsibilities as determined by your line manager.

**Administration**

* To maintain individual student records as necessary and ensure that they are kept up to date.
* To monitor student behaviour, attendance and achievement using the Behaviour Log and, in consultation with key staff, decide on appropriate sanctions, interventions and rewards.
* To monitor incidents where students require positive handling and ensure appropriate recording and reporting takes place in accordance with school policies.
* Plan revision sessions, prepare students for examinations, and secure appropriate access arrangements by liaising with the SENCo.
* To promote and actively support Pivot’s responsibilities towards mental health and wellbeing of our pupils, your colleagues and your own mental health.

**Person specification**

The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post’s requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

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| **Attributes** | **Essential** | **Desirable** |
| Qualifications and experience | * Teaching degree or PGCE * Experience teaching across an age group * Experience teaching SEMH/ASC learners * Evidence of being able to build and sustain eﬀective working relationships with young people, staﬀ, parents/carers and the community |  |
| Knowledge and understanding | * Knowledge of National Curriculum * Knowledge of positive relationship building * Ability to deliver a differentiated curriculum to learners | * Knowledge of Arbor and other education databases * Understanding current educational issues and initiatives |
| Skills and abilities | * Excellent administration skills * Good IT skills * An ability to keep accurate and up to date records * Good behaviour management skills * Ability to work under pressure and meet deadlines * Superb organisation skills and the ability to prioritise independently * Good communicator both verbally and in writing to a variety of audiences * Able to handle confidential and highly sensitive information |  |
| Personal qualities | * Reliability and integrity * Adaptability to changing circumstances / new ideas * Commitment to the safeguarding of our students * A commitment to inclusive education * Resilience and perspective * Empathy and respect towards others * Willing to work flexibly to support students | * Determination to succeed and the highest possible expectations of self and others |