

JOB TITLE: Core Subject Teacher

GRADE: UQT/MPS/UPS

RESPONSIBLE TO: River Tees Multi Trust – Board of Governors

JOB PURPOSE: To ensure the effective delivery of specified areas of the curriculum (including National Curriculum and National Strategies) to individual pupils and/or groups of pupils so as to maximise their level of attainment/standard of achievement, taking into account their various individual needs.

To make a particular contribution to the teaching of pupils with SEN significantly greater than which would already be expected e.g. developing approaches to Core subject area

Teaching

- Plan work in accordance with RTMAT schemes of work and National Curriculum programmes of study
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery
- Work in collaboration with Personal Development Leads, SENCO and other support staff.
- Take into account students' prior level of attainment and use them to set targets for future improvements
- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the RTMAT behaviour policy.
- Set appropriate and demanding expectations for students' learning, motivation and presentation of work.
- Planning, implementation and delivery of specific programmes to develop progression for young people with SEN.

Assessment, Recording & Reporting

- Maintain notes and plans of lessons undertaken and records of students' work
- Marking and assessment pupils work on a regular basis in accordance with RTMAT policies and procedures.
- Keeping accurate records of each individual pupil's progress.
- Carry out assessment programmes such as reports as agreed by RTMAT.
- Organising the displaying of pupils work in and around particular Teaching areas and/ or other places as required.

- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students.
- Ensuring that learning resources are used effectively.
- Maintaining the tutor group register in accordance with River Tees Multi Academy Trust policies and legal requirements.

Pastoral Work

- Undertake responsibility for a tutor group as required including tutor/student interviews.
- Be the first point of contact for parents of students in the tutor group.
- Monitor (and set targets for) the social and academic progress of individuals in the tutor group.
- Promote good attendance and monitor in accordance with the school's attendance policy.
- Follow RTMAT procedures and National Guidance on 'Keeping Children Safe in Education'.

Professional Standards

- Support the aims of RTMAT to promote a 'learning community'
- Treat all members of the community, colleagues and students, with respect and consideration
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of RTMAT by attendance at and participation in events such as open evenings, options evenings and the like (as appropriate to responsibilities).
- Support the ethos of RTMAT by upholding the Code of Conduct, uniform rules, etc.
- Take responsibility for own professional development and participate in staff training when provided.
- Reflect on own practice as well as the practices of RTMAT with aim of improving all that we do.
- Read and adhere to the various RTMAT policies as expressed in the School Improvement Plan, the staff handbook, subject team/year team documentation, etc.
- Participate in the development and management of the School by attending various team and staff meetings.
- Undertake professional duties that may be reasonably assigned by the headteacher (e.g. cover, etc.).
- Be proactive and take responsibility for matters relating to health and safety.

General/Miscellaneous

The above duties and responsibilities cannot totally encompass or define all tasks which may be required of the post holder. The outlined duties and responsibilities may, therefore, vary from time to time without materially changing either the character or level of responsibility; these factors are reflected in the post grade.

All employees are expected to demonstrate a commitment to the principles of equal rights both in relation to employment issues and service delivery and to adhere to the policies of River Tees Multi Trust in performance of their duties.

All employees are expected to respect all confidentiality and principles and practice of the Data Protection Act. All post holders are required to comply with Health and Safety policies and legislation.

PERSON SPECIFICATION

FACTOR	ESSENTIAL	DESIRABLE
Qualifications and training	Qualified Teacher status	Evidence of continuous INSET and commitment to further professional development
Experience	Have taught children successfully meeting their many and varied needs. Have evidence of raising standards and accelerating pupil progress. Data analysis and target setting Successful recent teaching experience	Have evidence of being an outstanding teacher.
Knowledge and understanding	A clear and well thought out understanding of current educational issues, theory and practice Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements. Have a secure knowledge and understanding of their specialist subject(s) A sound knowledge of the Ofsted framework Knowledge of legislation and guidance in relation to 'Keeping Children Safe in Education'	Understand progression in their specialist subject(s), including before their specialist age range Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).
Skills/Abilities	Good ICT skills consistent with subject Ability to plan strategically, monitor effectively and evaluate analytically	Ability to employ a range of resources and teaching & learning strategies encouraging differentiated learning.

Professional Development	Evidence of substantial recent professional development, including curriculum developments and pedagogy	Experience of working with other schools/organisations/agencies.
Personal	A desire and determination to make significant contribution to the school as a whole Ability to manage workload effectively and respond to deadlines Willingness to share expertise, skills, knowledge and ability to inspire others as a positive role model High expectations of self and of others Ability to work under pressure and to deadlines Display an awareness, understanding and commitment to the protection and safeguarding of children and young people. Involvement in networking and sharing of best practice. Must be able to remain calm in stressful situations and instil this calm when necessary	