

**JOB DESCRIPTION**

Post Holder	
Job title	MAIN SCALE TEACHER
Responsible to	Head of Department

**General Responsibilities**

All staff at Hall Cross Academy need to act together as a cohesive team: for this reason all staff have common sections to their job descriptions. Obviously each person will execute these general requirements with relevance to their own area of responsibility.

1. To implement and support the aims of the Academy.
2. To support the implementation of the Academy development plan.
3. To work towards high standards in teaching and learning.
4. To actively maintain order and discipline.
5. To support the implementation of Academy policies.
6. To maintain practices which ensure the highest standard of pastoral care.
7. To attend meetings as and when required.
8. To liaise with parents where appropriate.
9. To actively seek opportunities for personal development.
10. To undertake such activities as can be reasonably expected by the Principal.

**Subject Teacher Responsibilities**

1. To support all initiatives agreed by the department and the Academy.
2. To encourage students to achieve the highest standards of work possible.
3. To make sure that all students have an equal opportunity to succeed.
4. To ensure that the learning environment is neat and well-organised.
5. To ensure that high quality resources are used within the classroom.
6. To ensure that a variety of teaching methods and styles are used.
7. To undertake accurate and relevant assessment of students.
8. To work with the department to produce up-to-date and relevant schemes of work.
9. To undertake the role of form tutor, responsible to a Phase Leader.
10. To support initiatives developed by the pastoral team.

The job description is to be performed in accordance with the provisions of the Academy Teachers' Pay and Conditions Document and within the range of duties set out in that document. The post is also subject to the conditions of Service for School Teachers in England and Wales and to locally agreed conditions of employment.

**Hall Cross Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

# HALL CROSS ACADEMY

MAIN SCALE TEACHER

PERSON SPECIFICATION

## 1. QUALIFICATIONS AND TRAINING

	Essential	Desirable
Qualified teacher status	✓	
Degree	✓	
Recent participation in a range of relevant In-service training	✓	
Willingness to further CPD	✓	

## 2. TEACHING EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

	Essential	Desirable
A clear philosophy on how and why the subject should be taught	✓	
Subject knowledge sufficient to challenge all students and achieve high outcomes	✓	
Awareness of the strategies available for improving the learning and achievement of every student	✓	
Experience of implementing the principles and practices in behaviour management and strategies that support learning	✓	
Understanding of secondary curriculum and assessment	✓	
Knowledge of structure and content of National Curriculum	✓	
Understanding and knowledge of current educational issues	✓	
Awareness of effective learning and teaching strategies in a secondary school and wider learning community	✓	
Knowledge and understanding of secondary school improvement strategies	✓	
Awareness of professional development needs of self and others	✓	
Ability to communicate effectively in a variety of situations	✓	

### 3. PERSONAL SKILLS AND QUALITIES

	Essential	Desirable
Effective written and verbal communication skills	✓	
Excellent interpersonal skills	✓	
Able to demonstrate confidence and commitment	✓	
Ability to inspire adults, students and young people to engage in life-long learning	✓	
Ability to work independently and collaboratively as a member of a team	✓	
Reliability and integrity	✓	
Good personal organisation skills	✓	
Good attendance and punctuality	✓	

### 4. FURTHER REQUIREMENTS

	Essential	Desirable
Application forms should be completed in full	✓	
Letters should be clear and concise	✓	
Clear educational philosophy	✓	
Should address the criteria identified in the person specification	✓	
Appointment is subject to DBS clearance.	✓	

### 5. REQUIREMENTS FROM CONFIDENTIAL REFERENCES

	Essential
Written reference(s) only	✓
Confirmation of professional and personal knowledge, skills and abilities	✓
Positive recommendation from current employer	✓
Good health and attendance record	✓