



# Job description: Teacher

*Southend YMCA Community School is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.*

*Southend YMCA is an alternative provision providing education and support for students who are unable to access mainstream education. We have a mixed cohort of learners with different needs varying from an EHCP, SEN and emotional regulation barriers.*

## Job details

**Salary:** M1 – M6 (£36,297 - £46,739)

**Contract type:** Full time, fixed two year contract

**Reporting to:** Deputy Headteacher

## Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

## Duties and responsibilities

### Teaching

- › Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- › Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- › Adapt teaching to respond to the strengths and needs of students
- › Set high expectations which inspire, motivate and challenge students
- › Promote excellent progress and outcomes by students
- › Demonstrate excellent subject and curriculum knowledge
- › Demonstrate their quality of teaching is 'good' to 'outstanding'
- › Participate in arrangements for preparing students for external tests
- › Use, adapt and Students ISP and passports as needed as part of the staff team.

### Whole-school organisation, strategy and development

- › Make a positive contribution to the wider life and ethos of the school
- › Work with others on curriculum and student development to secure co-ordinated outcomes
- › Provide cover, in the unforeseen circumstance that another teacher is unable to teach

## **Job Description**

### **English Teacher**

**2024 - 2025**



**Southend YMCA  
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### **Health, safety and discipline**

- › Promote the safety and wellbeing of students
- › Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

### **Professional development**

- › Take part in the school's appraisal procedures
- › Take part in further training and development in order to improve own teaching
- › Take part in the appraisal and professional development of others, where appropriate

### **Communication**

- › Communicate effectively with students, parents and carers

### **Working with colleagues and other relevant professionals**

- › Collaborate and work with colleagues and other relevant professionals within and beyond the school
- › Develop effective professional relationships with colleagues

### **Personal and professional conduct**

- › Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- › Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- › Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### **Management of staff and resources**

- › Direct and supervise support staff assigned to them, and where appropriate, other teachers
- › Contribute to the recruitment and professional development of other teachers and support staff
- › Deploy resources delegated to them

### **Safeguarding**

- › Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- › Work with the designated safeguarding lead (DSL) to promote the best interests of students, including sharing concerns where necessary
- › Promote the safeguarding of all students in the school

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### **Additional areas of responsibility**

- › Contribute significantly to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- › Have extensive knowledge of their subjects/curriculum areas, related pedagogy and assessment
- › Be a role model for teaching and learning
- › Make a distinctive contribution to the raising of student standards
- › Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve students' learning
- › Lead on curriculum development within their subject area
- › Provide pastoral care as required and being aware of mental health and wellbeing needs
- › Provide advice, coaching and mentoring to other teachers in order to help them develop and meet the relevant standards
- › Teach across both sites where needed

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

## **Person specification**

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**English Teacher**  
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CRITERIA	QUALITIES
<b>Qualifications and experience</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status or experience in teaching</li> <li>• Teacher training is available</li> <li>• Degree</li> <li>• Successful teaching experience</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Highly competent in all elements of the Teachers' Standards</li> <li>• Achievements and contribution to educational settings are substantial and sustained</li> <li>• An excellent knowledge of the National Curriculum</li> <li>• An excellent knowledge of effective teaching and learning strategies</li> <li>• An excellent understanding of how children learn</li> <li>• Extensive knowledge of how to adapt teaching to meet students' needs</li> <li>• Ability to build effective working relationships with students</li> <li>• An excellent knowledge of guidance and requirements around safeguarding children</li> <li>• Extensive knowledge of effective behaviour management strategies</li> <li>• Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject/curriculum area you teach</li> <li>• A more developed knowledge and understanding of your subject/curriculum area and related pedagogy, including how learning should progress</li> <li>• Flexible, creative and adept at designing learning sequencing within and across lessons as part of the curriculum</li> <li>• Good ICT skills, particularly using ICT to support learning</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all students and promoting the ethos and values of the school</li> <li>• High expectations for children's attainment and progress</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>

**Notes:**

This job description may be amended at any time in consultation with the postholder.

**Last review date:** January 2025

**Next review date:** When needed

**Headteacher/line manager's signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Postholder's signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_