



Midhurst Rother College

The best in everyone™

A member of United Learning Trust

JOB DESCRIPTION

TEACHER (MAIN SCALE)

This job description and United Learning Trust's Employment Policies, terms and conditions for Teachers ("the Employment Policies") set out the terms upon which you will be employed by the United Learning Trust ("ULT") at Midhurst Rother College (MRC).

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

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed annually as part of the performance management process.

SALARY RANGE:	ULT Teacher Pay Scale
RESPONSIBLE TO:	Principal and Local Governing Body
REPORTING TO:	Assistant Principal - Literacy
HOURS:	Full Time

PURPOSE:

Subject teachers are at the front line of Academy business, they are expected to be high profile staff members, and pivotal in Academy wide progress and operational working. Subject teachers will also play an important role in the Academy's growing wider life. For example, as the Rother Valley Locality Plan comes into being, involvement on behalf of MRC in the work associated with this will be part of the role.

The post-holder should consistently maintain the Professional Standards for Teachers/ULT Attributes.

PRINCIPAL ACCOUNTABILITIES:

In addition to the requirements of being a form tutor and learning mentor, areas of responsibility and key tasks will be:

A. STRATEGIC DIRECTION AND DEVELOPMENT OF CURRICULUM PROVISION IN THE SCHOOL

1. Contribute to a positive ethos in which all students have access to a broad, balanced and relevant curriculum;
2. Analyse and interpret relevant College, local and national data relating to the classes they teach and advise the line manager on the level of resources required to maximise achievement;
3. Liaise with staff, parents/carers, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision within the classes they teach;
4. Consider the views of both students and parents/carers and to respond appropriately.

B. TEACHING AND LEARNING

1. Develop a classroom environment and teaching practice which secures effective learning across the breadth of the curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and high standards of achievement, behaviour and discipline;
2. Support the identification of, and provision for students with additional educational needs within the classes they teach;
3. Regularly monitor progress of students within the classes they teach which is then reflected in teaching plans;
4. Regularly evaluate the effectiveness of their teaching and learning as part of the performance management process;
5. Ensure setting of realistic and challenging expectations of students in the classes they teach;
6. Liaise effectively with staff to ensure the successful transition of students through the school;
7. Contribute fully to meetings, discussions and management systems necessary to co-ordinate the work of the College as a whole.

C. RELATIONSHIPS WITH STAFF

1. Achieve constructive working relationships with all staff;
2. Direct, organise and manage the work of support staff within the classes they teach;
3. Provide regular information to the line manager on student progress.

D. EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

1. Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting teaching objectives;
2. Participate in the performance management system and agree objectives based on the College Improvement Plan, ULT and nationally determined targets.

E. GENERAL

1. Promote the College's mission, aims, values, ethos, behaviour policy, and other policies;
2. Perform the role of form tutor and carry out its attendant responsibilities;
3. Participate in the designated guidance and direction of students, including progress reviews and target setting meetings;
4. Contribute to the delivery of the Personal and Social Education programme (Health, Citizenship, International Dimension, Careers and Economic Education);
5. Attend assemblies, designated College functions (such as parents evenings, prize evening etc.) and register the attendance of students;
6. Provide cover according to the terms of the nationally agreed framework;

7. Contribute to the College's complementary curriculum;
8. Take on any additional responsibilities which might, from time to time, be determined.

SPECIFIC ACCOUNTABILITIES:

To be agreed with Line Manager.

GENERAL MATTERS:

To assist in such duties and activities relating to the general functioning of the Academy as the Principal and Local Governing Body shall, from time to time, reasonably require.