APPLICANT PACK

TEACHER OF SCIENCE
Harris Academy Clapham

MPS (Inner London) + £2,000 Harris Allowance
+ Performance and Loyalty Bonus + Harris Wellbeing Cash Plan
+ Pension Scheme (TPS) + Additional Harris Benefits

Job Purpose – A Clapham Teacher who puts the subject first

- To ensure exceptional implementation of a well sequenced curriculum in the subject, and contribute to the ongoing development of the curriculum in the subject.
- To monitor and support the overall progress and development of students as a teacher/form tutor.
- To consistently implement habits, routines and strategies to support exceptional behaviour for learning in the classroom.
- To support students to reach exceptional outcomes in both key stage 3 and 4.
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth.

Main Areas of Responsibility

Operational/Strategic Planning

- To assist in the development of appropriate schemes of work, resources marking policies and teaching strategies in the subject area.
- To ensure that the classroom curriculum is well planned and logically sequenced to help students learn the subject
- To contribute to the subject area's Development Plan and its implementation.
- To attend all appropriate meetings.
- To contribute to the whole academy's planning activities.

Curriculum provision: intent, implementation and impact

- To undertake an allocated programme of teaching (the timetable)
- To ensure the delivery of a curriculum that is well sequenced and implemented effectively
- To place subject-specific vocabulary, knowledge and skills at the heart of the classroom curriculum
- To ensure all students produce high-quality subject-specific work
- To give feedback and support to all students in line with academy policies
- To have the highest standards of behaviour and attitudes
- To contribute towards student's personal development and preparation for life after school

Staff Development:

- To actively take part in their professional development – keeping fully up-to-date with research, subject knowledge and subject developments
- To want to be a world class teacher
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the academy.

Quality Assurance

- To contribute to the process of monitoring and evaluation of the subject area
- To take on board advice and guidance in relation to the role

- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.

Management of Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications

- To communicate effectively with all stakeholders involved with the academy
- To follow agreed policies for communications in the academy, including the use of technology

Management of Resources

- To contribute to the process of the ordering, allocating and managing equipment and materials.
- To co-operate with other staff to ensure a sharing and effective usage of resources.

Pastoral System

- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students/tutor group
- To liaise with the Assistant Principal to ensure the implementation of the academy's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To alert the appropriate staff to problems experienced by students and help resolve them
- To contribute to PSHE and Citizenship according to academy policy.

Other Specific Duties

- To adhere to the academy's dress code
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example. This includes open evening and academy events.
- To support the academy in meeting its legal requirements for worship.
- To promote actively the academy's corporate policies.
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010). Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Attributes	Description	Desireable
Knowledge and Experience	Graduate in relevant subject and DfE recognised Qualified Teacher Status. Successful teaching experience at secondary level (can be teaching practice). Understanding of theory and practice of effective teaching and learning. Knowledge of National curriculum requirements at KS3 and KS4. Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement. Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers. Knowledge and experience of writing lesson plans, developing resources and assessing students work. Understanding the importance of being a tutor.	Experience in Multi-ethnic urban schools A 2:1 or first-class degree
Skills and Abilities	The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff. The ability to create a motivating and safe learning environment for all students. The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school. Good communication skills both writing and speaking. Ability to lead and manage own work effectively and take responsibility for own professional development. Ability to carry out the job description. Excellent time management skills and the ability to prioritise and meet deadlines under pressure. Ability to motivate students and raise their aspirations through a range of strategies e.g. assessment for learning	Ability to use ICT incl. an interactive white board innovatively.
Personal Qualities	Enthusiasm for and commitment to the achievement of the academy's overall vision for success at all levels. Commitment to contributing to academy life as a whole and willingness to be involved with clubs and community projects. A positive approach to hard work. A positive role model for students. Passion for teaching own subject specialism. Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. Awareness of and commitment to equal opportunities and valuing diversity.	

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

1) Equal Opportunities
2) Health and Safety
3) General Data Protection Regulations (2018)
4) Safeguarding children

HOW TO APPLY

Please refer to the advert on our online website to apply. For a confidential discussion about this post with the Principal or for more information, please contact the academy on

0204 513 9350 or info@harrisclapham.org.uk